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**Joint Workplace Health
and Safety Committees
and Worker Participation**

A Selected Bibliography

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Joint Workplace Health and Safety Committees and Worker Participation

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by

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for Occupational Health
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JOINT WORKPLACE HEALTH AND SAFETY COMMITTEES AND WORKER PARTICIPATION

A SELECTED BIBLIOGRAPHY

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Foreword

Throughout the western industrialized countries, reforms in government legislation and industrial policies have begun to stress the importance of ensuring the active participation of workers in planning and implementing occupational health and safety programs at their workplaces. Joint labour-management occupational health and safety committees in Canada have become the most significant manifestation of worker participation in industrial health and safety programs.

These joint labour-management committees are strongly favoured by those who believe in the potential for self-regulation in contradistinction to government legislation or economic incentives as an approach for reducing the unacceptably high levels of occupational injury and illness occurring in Canadian workplaces. As an expression of the political maturity of Canadian workplaces, these committees have been accepted in many Canadian industries and by most governments as an appropriate response to the growing problems of industrial health and safety. This acceptance by labour, management and governments should, by itself, ensure their continued growth and effect.

However, despite the increasing interest in joint labour-management occupational health and safety committees, there have been few studies undertaken to determine their effectiveness. Researchers and casual writers alike have tended to simply identify and describe a number of major factors which influence the effectiveness of joint work site committees. Only a few studies have been undertaken using a meaningful set of measures to determine whether this form of worker participation is actually effective in reducing workplace injuries and illnesses. Committees' effectiveness may also be determined by other measures, such as impact on labour-management relations, and improvements in workers and management awareness of the importance of occupational health and safety.

Although it is too early to determine conclusively that joint labour-management occupational health and safety committees are effective and efficient instruments, more comprehensive research in the future is likely to answer this question. One important tool will be gathering together relevant sources of data and articles as a foundation for further research. Having been involved in this field of study for a number of years, I believe that this selected bibliography prepared by the Canadian Centre for Occupational Health and Safety should assist future researchers and writers in pursuing their studies of this form of worker participation in occupational health and safety.

George K. Bryce, MHA
Manager, Legislative Affairs
Occupational Health and Safety Division
Alberta Workers' Health, Safety and Compensation



Foreword

The labour movement in Canada has in recent years stressed the importance of three vital components to improved worker health and safety:

- the right to know about the hazards of work;
- the right to refuse dangerous work;
- the right to participate in decision making regarding occupational health and safety.

This last principle, the right to participate, is put into practice through the work of joint labour-management health and safety committees. It is these three elements, combined with thorough and well-enforced legislation, which will lead to the prevention of occupational illnesses and injuries.

The concept of joint labour-management health and safety committees is a relatively new one to many Canadians. Literature on some of the longer established systems of joint committees, for instance, those in place in the Scandinavian countries has, in the past been difficult to locate. The publication of this bibliography, will therefore, be of great assistance, not just to those engaged in research, but also to unions and committee members who wish to read about, and learn from, the experience of others with problems similar to their own.

Many issues regarding the efficacy of our system of joint labour management health and safety committees remain unresolved at the present time. Can joint committees be effective when, in practice, they have no authority to order improvements or to expend funds? Can systems be developed to resolve irreconcilable differences when the committees are composed of equal numbers of labour and management representatives? Can joint health and safety committees serve as a mechanism for labour and management to reach agreements about the hazards of work and the elimination of those hazards? These issues, and many others, are addressed in the articles contained in this bibliography. Perhaps when it is updated by the Canadian Centre, in several years time, we will be closer to knowing the answers to these questions.

Lissa Donner
Labour Representative
Workers Compensation Legislative Review Committee
Winnipeg, Manitoba



Foreword

As industry evolved in the twentieth century there have been many expressions of pride for the advances that have been achieved. There are however many facets to this development. While rewarding in terms of industrial growth and advances in standards of living, there has also been a negative side. Whether out of apathy or ignorance, industrial growth has too often carried with it a pall of concerns related to industrial health and safety. Gradually, through increased awareness by industry, more aggressive lobbying by labour, and enlightened legislation by governments, this curtain is being pushed back.

One of the most encouraging and useful developments in this reformation has been the rapid growth of information on subjects relating to industrial health and safety and the development of vehicles to disseminate this information. To be knowledgeable in resolving problems in the workplace joint labour-management occupational health and safety committees look beyond their own expertise, not only for data on the effects of their work environment, but also for information on ways to make their committees more effective organizationally.

Recently the establishment of the Canadian Centre for Occupational Health and Safety has provided one of the first vehicles in Canada for providing informational support for joint occupational health and safety committees. Their service has given even the small employers, and workers without formal organizational support the ability to access information. In this regard I commend the Centre for the preparation of this bibliography. I am sure it will prove to be a useful reference to those who wish to provide organizational tools for committee members of the future as well as those whose vocation includes further development based on the strengths of joint worker-management committees.

N. J. Brown
Plant Manager
Degelman Industries Ltd
Regina, Saskatchewan



Introduction

In recognition of the increasing importance of the subject of joint workplace health and safety committees in particular and worker participation in general, this bibliography contains titles culled from a variety of sources. These include the Canadian Centre for Occupational Health and Safety in-house bibliographic systems CISDOC, NIOSHTIC and INFODOC, as well as bibliographic files offered by the commercial systems ORBIT and DIALOG.

CISDOC, produced by the International Occupational Safety and Health Information Centre, a branch of the International Labour Office in Geneva, and NIOSHTIC, produced by the National Institute for Occupational Safety and Health in Cincinnati, Ohio, both contain references to, plus abstracts of, books, reports, journal titles, and other publications generally from the early seventies to the present. Topics covered include occupational health and safety matters with specific reference to material hazards and physical agents, as well as legal materials.

INFODOC lists CCOHS's library holdings of books, reports, journal articles, government documents, etc.

The ORBIT file consulted was LABORDOC (1965-present), prepared by the International Labour Office, of more than 90,000 records covers topics in occupational safety, industrial relations, economic and social development, management, labour trends, vocational training, and related fields in industry, from 1965 to the present.

The DIALOG files consulted include ABI/INFORM (1971-present), both concerned with business management and administration, two medical files, EXCERPTA MEDICA (1974-present), a large data base with world wide coverage, and HEALTH PLANNING AND ADMINISTRATION (1975-present), the last prepared by the National Library of Medicine, Bethesda, Maryland. One additional file consulted in the DIALOG family, TRADE AND INDUSTRY INDEX (1981-present), covers chiefly the business, industry and trade journal literature. Other files searched were BOOKS IN PRINT and LIBRARY OF CONGRESS MARC (Machine Readable Cataloguing).

These files provide many useful references to add to the nucleus provided by the bibliography appended to George K. Bryce's unpublished Master's thesis of 1981, "Joint labour-management occupational health committees: an example of worker participation in work site health and safety programs." His contribution we gratefully acknowledge here, and we have flagged those items from his bibliography with an asterisk.

(Search terms used in the various files are shown on pages 51-52.)



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and Technical Information (CISTI)
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Abell, D. Industrial relations and safety representation. *Personnel review*. Vol. 8, no. 3 (Summer 1979). p. 30-33.

Abstract: The Health and Safety at Work Act of 1974 has seemed to have important industrial relations implications. The passage of the regulations on safety representation is a stage in the formal development of trade union involvement in the control of health and safety at work. An assessment is made here of the industrial relations implications of such safety representation. The 2 basic reasons why few problems of health and safety can be resolved legalistically are: 1. There are many gaps in the provisions of specific regulations. 2. Health and safety law officials have not been sufficient in number to establish detailed standards in each work place. There are many reasons why health and safety issues can become industrial relations problems. The linking with industrial relations often involves the use of the safety aspect as a power resource at the "frontier of control." The integrative bargaining relationship can be encouraged, and the role of management is of great importance. By increasing their influence over health and safety management, union representatives will most likely welcome the provisions of the regulations. References.

Act No. 681 of 23 December 1975 : the working environment act. Copenhagen, Denmark : Arbejdstilsynet, Tryksagsafdelingen, (Rosenvaengets Alle 16-18, 2100 Kobenhavn, Denmark), (n.d.)

Abstract: Official translation of the Act (entry into force: 1 July 1977; provisions concerning trade safety councils, Working Environment Council and Working Environment Fund: 1 July 1976), which applies to all sectors of industry (aviation: ground staff only; shipping and fishing: shore work only). The main sections of the Act are concerned with: safety and health activities in undertakings (safety organisation; safety committee mandatory in undertakings with 20 or more employees; employer's representation on safety committee, in-plant health services, etc.); trade safety councils; duties of employer, supervisors, employees, suppliers of machinery and equipment, building owners, etc.; planning, organisation and performance of work; workplace conditions; technical equipment (machines, machine parts, containers, tools, etc.); hazardous substances and materials; rest periods and rest days; employees under 18 years of age; medical examinations; the Working Environment Council; the Working Environment Fund; the Labour Inspection Service (staff, powers and duties, inspection books, etc.); appeals; penalties. 27 p.

Accession Number: CIS 78-897 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Alacchi, G.; Todradze, C. Safety in mines and the role of training. *International labour review*. Vol. 120, pt. 5 (1981). p. 615-629

Abstract: ILO pub. Article on occupational safety in mines and the importance of safety education for miners - reviews the factors on which improved safety depends (incl. regulation, enforcement and research by the authorities, increased automation, and the establishment of safety committees), describes safety training programmes intended for different occupational groups, and includes some examples from national practice. References.

*Alberta. An initial review of the joint work site health and safety committee program in Alberta. (Edmonton), Alta. : Research and Education Branch, Occupational Health and Safety Division, Workers' Health, Safety and Compensation, 1978

Abstract: This study analyses the operation of the Alberta Joint Worksite Committee Program eight months after its implementation, providing information on program implementation, operations, effects, and communications process. Information sources include interviews with senior managers,



committee co-chairmen and occupational health and safety officers, as well as committee minutes, inspection reports, and WCB claims data. It was found that attitudes toward both the program and committee process were generally favourable. Interviewees' perception of the program's effects were that positive results were obtained in the implementation of committee recommendations, and impact on management and worker attitudes. No firm conclusions could be drawn from claims rate changes.

*American Labour Education Centre. Labour-management health and safety committees in Sweden, West Germany, Austria and Saskatchewan, Canada : paper prepared for the Occupational Safety and Health Administration. (mimeograph) Washington, D.C. : U.S. Dept. of Labor, 1980

American Society of Safety Engineers. Response to Occupational Health and Safety Administration Docket #P-100 : voluntary programs to supplement enforcement and to provide safe and healthful working conditions. Professional safety (June 1982). p. 33-38

(Années) 1947-1977 : les Comités d'hygiène et de sécurité ont 30 ans. Travail et sécurité. No. 9 (Sept. 1977). p. 404-412

Abstract: This article first takes stock of the results obtained and the failings found in the development of Health and Safety Committees (HSC), with particular reference to the Decree of 1 Apr. 1974 and the Circular of 8 Aug. 1974 (CIS 74-2064 and 75-556). It reproduces 2 texts, one by M.A. Vetterhoeffer proposing a clear definition of the role of the HSCs and describing their different attributions and operation in the present legislative setup, the other from a study published in the *Revue française des affaires sociales*, pointing to weaknesses in the functioning of several HSCs and to certain dangers inherent in the Decree of 1 Apr. 1974. (Language: French)

Translated title: (Years) 1947-1977 : three decades of health and safety committees

Accession Number: CIS 78-1166 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Aoyama, H. Workers' participation in occupational safety and health in Japan. *International labour review*. Vol. 121, no. 2 (Mar./Apr. 1982). p. 207-216

Abstract: Until the 1950s, the most important health problems among Japanese workers were tuberculosis and gastro-enteric communicable disease, and this fact is fundamental to an understanding of occupational health developments in Japan. Efforts to improve workplace health had traditionally centered on case finding and on removing the affected workers from employment; however, things appear to be changing as seen in the Industrial Safety and Health Law of 1972. This law establishes minimum standards for preventing industrial injuries and introduces a degree of shared labor-management responsibility for occupational safety and health. A mail survey, done by the Department of Hygiene of Okayama University Medical School to evaluate the degree of union participation in occupational health and safety, indicates a low involvement by unions. Reports from labor unions indicate worker apathy, but some unions have moved forward, as the example of a railway shop, a supermarket, and a company manufacturing heavy electrical equipment demonstrate. 10 p., table, graphs, references.

Arbejdstilsynets vejledning om virksomhedernes sikkerheds : og sundhedsarbejde. (Publikation 81/1978).

Denmark : Direktoratet for Arbejdstilsynet, (Kristineberg 6, 2100 København, Denmark), 1978

Abstract: These directives are intended to facilitate the administration and enforcement of Notification No. 392 of 10 Aug. 1978 promulgated by the Ministry of Labour concerning plant occupational safety and health (OSH) activities (Notification effective 1 Oct. 1978). Contents: undertakings covered by the new legislation; plant OSH organisation (safety groups, headed by the safety officer; role of management and supervisors; safety committee; duties of safety steward designated by the committee; plant medical service; case of employees engaged in different trades in the same workplace or



worksite); model OSH organisational schemes for the entire plant, in the administrative section, for occupations without a fixed workplace, on construction sites (including problems regarding subcontractors) and in ports. The text of the Notification No. 392 is reproduced. 49 p., illus., gratis. (Language: Danish)

Translated title: Labour Inspectorate Directive concerning plant safety and health activities

Accession number: CIS 79-1158 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Arbetsmiljölöag. Svensk författningssamling. Vol. 1160, no. 11 (Jan. 1978)

Abstract: This Act, dated 19 Dec. 1977, became effective on 1 July 1978. It applies to every type and sector of employment in Sweden, except work on board ship and work in the employer's home. Its provisions also apply to self-employed persons. Its primary objective is to ensure a satisfactory work environment corresponding to the nature of the work and the social and technological progress achieved by the community at large. The Act covers environmental problems such as monotony, stress and isolation, and worker participation in workplace improvement. Sections are devoted to: duty of employers and employees to co-operate in establishing a good working environment; duties of subcontractors operating on the same worksite; duties of plant physicians; notification of accidents and diseases; responsibilities of manufacturers of machinery and equipment; marking of hazardous substances and equipment; medical surveillance and record-keeping; young persons; working hours; employer-employee co-operation (safety delegates, committees, training); enforcement, etc. 13 p. (Language: Swedish)

Translated title: Work environment act

Accession Number: CIS 79-296 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Ashford, N. Crisis in the workplace : occupational disease and injury. Cambridge, Mass.; London : MIT Press, (126 Buckingham Palace Road, London SW1W 9SD, United Kingdom), 1976

Abstract: Work-related illnesses and injuries are occurring with increasing frequency on all employment levels, causing a crisis in the workplace. The convergence of health, work, and environment at the workplace are examined. An extensive review of relevant documents and interviews with scientists, managers, government workers, and union officials are used to analyze technical, legal, political, and economic problems related to occupational health and safety. Four major conflicts relating to health and safety at the workplace are identified. First, management desires to keep costs down and to control the workplace, while workers fight to maximize wages, benefits, security, and job control. Second, an insufficient data base exists on matters related to the nature and severity of occupational safety and health hazards. Third, disagreement persists about what constitutes fair public policy and what the appropriate limits of public policy are. Finally, the institutions, forces, and mechanisms of society are not well connected, creating a major information problem. The solution to these problems lies in establishing a basis on which experts in public health, industrial engineering, environmental science, government policy, and labor relations can work together. The 1970 OSHA's provisions, implementation, and implications are examined in detail. Problems in the development, dissemination, and utilization of information are examined in relation to scientific analysis of the causes of occupational disease and injury. Economic aspects of workplace health and safety are considered. Conflicting interest groups are identified so that in policy formulation they may be active participants. Goals are set for government, industrial management, labor unions, and public interest groups. A critical priority involves devoting manpower to research, developing strategies, teaching skills, and enforcing occupational health and safety matters. Activities of management, labor, and public interest groups are assessed in terms of legal action, lobbying and advocacy, education and information dissemination, technical assistance, and labor-management interaction to resolve health and safety disputes. 589 p., illus., 1,036 references. Price: UK #12.75, US \$16.95



*Ashford, N. Unsafe working conditions : employee rights under the Labour Management Relations Act and the Occupational Safety and Health Act. Industrial relations law digest. Vol. 20, no. 3 (Winter 1978). p. 1-28

Assennato, G.; Navarro, V. Workers' participation and control in Italy : the case of occupational medicine. International journal of health services. Vol. 10, no. 2 (1980). p. 217-32

Abstract: This article sets forth a historical and current analysis of (a) the occupational health services in Italy; and (b) the political, economic, and social forces that determined them. Special focus is placed on the analysis of the events leading to the establishment in 1969 of forms of direct democracy at the workplace, i.e. workers' committees, and their consequences for the occupational health services. Also described and analyzed are the responsibilities and modus operandi of these committees in the creation and reproduction of scientific knowledge at the point of production. The relationship between the workers' committees, the "experts," and the institutions of medicine, as well as that between the workers' committees, political parties, and the trade unions, is also discussed. An update on the impact that recent political developments have had on these workers' committees concludes the article.

Atherley, G.R.C.; Booth, R.T.; Kelly, M.J. Workers' involvement in occupational health and safety in Britain. International labour review. Vol. 3, no. 6 (June 1975). p. 469-482

Abstract: Britain's new Health and Safety at Work Act, 1974, provides a basis for increased involvement of workers in the application and supervision of occupational health and safety measures, but the form this will take has not yet been spelt out. The authors examine the past and present situation with regard to such involvement and discuss the implications of the new legislation. The views of bodies with a major interest in health and safety at work are considered, and a distinction is drawn between political, social and economic approaches on the one hand and technical approaches on the other. A possible framework for workers' participation in safety is proposed and suggestions are made regarding the role of workers' representatives in this field. 17 references. (Language: English, French, Spanish)

Accession Number: CIS 76-592

Control number: 00058164 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

*Aykroyd, C. An examination of the right to refuse unsafe work. Labour research bulletin. Vol. 6, no. 6 (June 1978). p. 10-18

*Aykroyd, C. Occupational health and safety update. Labour research bulletin. Vol. 8, no. 1 (Jan. 1980). p. 27-42

*Bain, G.S. Union growth and public policy in Canada. Labour gazette Vol. 78. (Nov./Dec. 1978). p. 529-537

Baldwin, D.M. Industry's secret weapon : the safety committee. Job safety and health. Vol. 2, no. 7 (July 1974). p. 14-19

Abstract: Basic guidelines and fresh assignment ideas for the creation of health and safety committees are outlined and discussed with emphasis upon a coordinating body to concentrate personnel efforts in an attack on plant problems and upon the delegation of responsibility for inspecting, discussing problems and finding solutions. It is strongly suggested that the size of the plant and its hazard potential be allowed to dictate the number and kind of committees formed, and that a network of committees follow a pyramid form, with the safety professional strictly on the sidelines, gathering facts and communicating. Key factors in the operation of a successful safety committee are considered to be participation and involvement of both management and workers, rotating membership in committees,



keeping groups small, and developing profit-consciousness and interest in loss-control.

- *Barrett, B. Safety representatives, industrial relations and hard times. *The industrial law journal*. Vol. 6, no. 3 (1977). p. 165-178
- Barrett, B.; James, P. How real is worker involvement in health and safety? *Employee relations*. Vol. 3, no. 4 (1981). p. 4-7
Abstract: Research was performed to find out how worker involvement affected occupational health and safety. The findings deal with employee involvement at the individual level and observations made in respect to collective involvement. Results of this research suggest that trade unions are responsible for information concerning health and safety. Most employees were not that familiar with the policies, however, in a number of companies surveyed it did appear that efforts were being made to provide information and training in health and safety.
- *Batt, W.L.; Weinberg, E. Labour-management cooperation today. *Harvard business review*. Vol. 56, no. 1 (1978). p. 96-104
- Beaumont, P.B. The safety representative function : consultation or negotiation? *Personnel review*. Vol. 9, no. 2 (Spring 1980). p. 17-20
Abstract: The British assumption that similarity of aims favors union-management consultation, as opposed to negotiation, has not previously been tested. A questionnaire survey method shows that the extent to which union safety representatives perceive similarity of aims in the area of workspace safety decreases with plant size and increases with accident rate and general level of cooperativeness of union-management relationship. The more a representative saw a basic similarity of union-management aims, the more likely he was to describe his representative function as consultation. Representatives who saw their management as interested in minimizing the union's role in the plant were more likely to describe their work as negotiation. This suggests that rigid insistence of management rights produces aggressive union reactions, raising conflict potential. There is no evidence that a consultative role involves any less activity than a negotiating role. Tables, references.
- Beaumont, P.B.; Coyle, J.R.; Leopold, J.W.; Schuller, T.E. Determinants of effective joint health and safety committees : a report of a project funded by the Leverhulme Trust. (Unpublished report). (Glasgow): Centre for Research in Industrial Democracy and Participation, University of Glasgow, (1982)
Abstract: Research report examining the determinants of effective operation of safety committees in the UK - based on a sample survey of the manufacturing sector, examines the impact of size of enterprise, occupational accident rate, labour relations, committee structure and composition, etc. 22 p., references.
- Beaumont, P.B.; Deaton, D.R. Organizational development and change in a union-management context : the voluntary establishment of joint health and safety committees in Britain. *Organization studies*. Vol. 2, no. 4 (1981). p. 331-345
Abstract: A model is constructed for the industrial relations context which will identify relevant structural characteristics of plants which voluntarily established joint health and safety committees. The model is tested through data analysis obtained from a survey of 970 British manufacturing concerns. These committees were viewed as adaptive structures which represented a response to a perceived problem. It was hypothesized that the higher the industrial accident rate, the greater the pressure on both union and management to establish such committees. Variations in the concentration of union power and the personnel orientation of management were qualitatively computed into the findings. Results were obtained through discriminant analysis, a statistical technique for distinguishing between 2 or more groups using a set of observed characteristics. It is concluded that traditional organizational change models are unsuitable for analyzing the establishment and maintenance



of joint problem-solving structures within the unionized work setting. 15 p., tables, references, appendix.

Beaumont, P.B.; Leopold, J.W. A failure of voluntarism : the case of joint health and safety committees in Britain. *New Zealand journal of industrial relations*. Vol. 7 (Aug. 1982). p. 61-75

Bekendtgørelse om internt sikkerhedsarbejde ved bygge- og anlægsarbejde. (Lovtidende A), København, Denmark. Vol. 35, no. 358 (1974). p. 978-981

Abstract: This Notification entered into force on 1 Oct. 1974. It contains rules for safety organisation on building and erection sites (including rebuilding, repair and maintenance). Aspects dealt with cover: co-operation and co-ordination; safety officers, safety groups, safety meetings and safety committees; tasks, duties and powers (responsibilities and functions of safety officers, employers or their representatives, etc.); composition and functions of the advisory contact group. Guidelines for the application of these rules were issued in 1974 by the Directorate of Labour Inspection, Copenhagen (Publication No. 46, 31 p. Gratis). (Language: Danish)

Translated title: Notification concerning safety activities on building and erection sites

Accession number: CIS 75-1453 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Benedictus, R. Law at work : safety representatives. London : Sweet and Maxwell, 1980

Abstract: Monograph commenting on UK labour legislation concerning occupational safety issues, especially safety committee representatives - covers employee appointments, information dissemination functions to constituents and trade unions, inspection, investigation, and includes a directory of useful addresses and a guide to information sources. vii, 88 p.

Bertinuson, J. Workplace health and safety committees : minimum criteria for maximum benefits. *Labour studies journal* (Spring 1981). p. 62-67

Best, J.B.; Davenport, P.G.; Swinden, L.B.; Yeatman, J.S. Participative management : the action committee. *Medical Journal of Australia*. Vol. 2, no. 13 (Sept. 28, 1974). p. 497-503

Boden, L.I.; Hall, J.A.; Levenstein, C.; Punnett, L. The impact of health committees : a study based on survey, interview, and Occupational Safety and Health Administration data. *Journal of occupational medicine*. Vol. 26, no. 11 (Nov. 1984). p. 829-834

Abstract: In a study conducted to determine whether the existence of a joint labour management health and safety committee was correlated with either the number of OSHA complaints or hazardiousness, as measured by OSHA serious citations, virtually no effect could be detected in a sample of 127 Massachusetts manufacturing firms. The data from the study and information obtained from interviews conducted at 13 of the firms suggest that the objective attributes of the committee may be less important to its success than the commitment of management and labour to solving workplace safety problems. 7 references.

Accession number: CIS 85-564 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Boisselier, J.; Boue, G. Guide des comités d'hygiène et de sécurité. Paris : Editions d'organisation, 1980

Abstract: Monograph commenting on labour legislation regulating functions and rights exercised by safety committees in France - covers institutional framework, labour inspection, meetings, occupational health services, safety education and work environment, discusses committees in various industries and includes examples demonstrating the risk of occupational accidents and preventive action. 254 p., bibliography p. 113, diagrams, references and statistical tables. (Language: French)



Boisselier, J.; Boue, G. *Pratique de la sécurité dans l'entreprise : organisation de la fonction sécurité*. Paris : Collection BTE/Formation promotion, Editions d'organisation, (5 rue Rousselet, 75007 Paris, France), 1977

Abstract: This book is intended for management, instructors, safety officers, plant physicians, members of occupational safety and health committees and all those concerned with safety and the improvement of working conditions. Part 1 is devoted to: plant organisation; occupational safety and health organisation in France; arguments for and against setting up a plant safety service; status of the safety service in France and in other European countries; definition of the various targets of a safety service (research, operational and functional objectives, liaison); organisation of a safety service; legal liability in occupational safety and health matters; special safety aspects in the building construction and civil engineering sector; training of safety engineers and safety specialists. Part 2: practical guide for management and safety services, containing references to, and texts of, many regulations and other official documents. 317 p., illustrated, 16 references. (Language: French)

Translated title: Putting plant safety into practice : safety organisation

Accession Number: CIS 78-863 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Boivin, A. *Towards democracy at the workplace : new legislation on the joint regulation of working life*. Stockholm : Ministry of Labour, 1977

Bolinder, E. Worker participation for optimal environment. *Asian labour*. Vol. 25, no. 144 (Aug./Sept. 1977). p. 8-11

Abstract: Article on workers participation in assuring occupational safety at enterprise level in Sweden - covers the decision making and labour inspection roles of safety committees in occupational health protection in the work environment.

Bourgeois, P. Are health and safety negotiable? *Labour gazette*. Vol. 78, no. 7 (July 1978). p. 307-310

Abstract: One concept that came out at a health and safety conference sponsored by McGill University's Industrial Relations Center is that there is evidence that worker participation in health and safety is becoming a North American trend. Wayne Howitz of the U.S. Dept. of Labor advocates legislation for the enforcement of health and safety standards. Thomas Kuttner, policy analyst with Ontario's Ministry of Labor, contends that work and safety issues are a necessary part of collective bargaining. Professor G.W. Gibbs of McGill University thinks workers must be involved in the process of legislative and industrial change. Neil Reimer, Canadian Director of Oil, Chemical, and Atomic Workers, says that the role of collective bargaining is limited in the area of health and safety. Dr. Claude Drouin, director of the Quebec Metal Mining Association, wants to see the full exploration of labor-management channels in the situation.

*Boyd, A.D.; Gross, A.C.; Wertheim, E.G. Workers participation and the quality of life : a behavioural analysis. *Labour gazette*. Vol. 77, no. 2 (Feb. 1977). p. 71-74

*Brookbank, C.R. The adversary system in Canadian industrial relations : blight or blessing. *Industrial relations*. Vol. 35, no. 1 (1980). p. 20-40

Brown, D. Worker participation and the state's health services. *Australasian nurses journal*. Vol. 8, no. 9 (July 1979). p. 33, 39

*Brown, D.G. Environmental health and safety at the University of Michigan Medical Campus. *Journal of environmental health*. Vol. 43, no. 2 (1980). p. 75-78

Abstract: An environmental health and safety program for employees at the University of Michigan Hospital was described. The impact of regulatory and accreditation standards on hospital management



was discussed along with the organization and management of the program. Architectural safety, environmental epidemiology, environmental hygiene, and general safety were included as elements in the program. The author recommends that health and safety programs in hospitals utilize existing personnel and organizational resources.

Control number: 00105454 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

- *Brown, J. Effective safety committees. *Protection*. Vol. 12, no. 1 (Jan./Feb. 1975). p. 10-12
- *Brown, J. Occupational health and safety : the importance of worker participation. *Labour gazette*. Vol. 78, no. 4 (Apr. 1978). p. 123-128
- *Brown, J. Occupational health and safety : the right to know. *Labour gazette*. Vol. 78, no. 2 (Feb./Mar. 1978). p. 71-76
- *Bryce, G.K. Joint labour-management occupational health committees : an example of worker participation in work site health and safety programs. (Unpublished Master's thesis). Ottawa, Ont. : University of Ottawa, 1981
Abstract: In the past decade, increasing attention has been focused on policies and programs that specifically involve workers in dealing with workplace health and safety problems. This paper presents the specific example of Health Committees as a form of direct worker participation, using the existing literature on the subject and survey data, when it is available. After reviewing the basic rationale for the establishment of Health Committees, the major factors which influence their effectiveness are presented. The experience with worker participation occurring in other western industrialized countries is discussed and compared to the programs evolving in the Canadian jurisdictions. The author concludes that Health Committees are a viable and appropriate means for resolving the vast majority of health and safety hazards in Canadian workplaces. In addition, effective committees may be seen as having a positive impact on general labour-management relations.
- *Bryce, G.K. Report on the occupational health and safety tour of the three Western Provinces : September 11-19, 1980. (mimeograph) (Sponsored by the Government of Alberta, Workers' Health, Safety and Compensation, 1980)
- Bryce, G.K.; Manga, P. Are joint labour-management occupational health and safety committees effective? (Unpublished draft document). (s.l. : the Authors), 1984
- Bryce, G.K.; Manga, P. Changing the power relationship in the workplace : joint labour management occupational health and safety committees in Canada. (Working paper ; 83-23). Ottawa, Ont. : University of Ottawa, ca 1983
- Bryce, G.K.; Manga, P. Effectiveness of health and safety committees. *Relations industrielles = Industrial relations*. Vol. 40, no. 2 (1985). p. 257-283
Abstract: Despite the increasing interest in the establishment and the development of joint labour-management occupational health and safety committees, there have been few studies undertaken to determine their effectiveness. The external and internal factors which influence committee effectiveness, and measures for determining their effectiveness are presented. The confusion between influencing factors and actual measures of committee effectiveness is discussed.



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- Canada. Canada Labour Code. Safety and health committee regulations effective Sept. 1, 1978. Canada gazette. Pt. II, vol. 112, no. 13. p. 2937-2938
- *Canada. Department of Health and Welfare. Occupational health in Canada : current status and future directions. Ottawa : Long Range Health Planning Branch, Department of Health and Welfare, 1977
- *Canada. Department of Labour. Workers' compensation legislation in Canada. Ottawa : Legislative Analysis Branch, Labour Canada, 1979
- *Canada. Statistics Canada. Workmen's / workers' compensation. (Catalogue 86-510 Occasional). Ottawa : Social Security, Provincial Programs Department, 1980
- Canada. Treasury Board. Handbook of occupational health and safety. 3rd ed. Ottawa : Supply and Services Canada, 1982
- Canadian Centre for Occupational Health and Safety. Labour gazette. Vol. 77, no. 12 (Dec. 1977). p. 550-552
Abstract: Article outlining government policy for improved occupational health and occupational safety in Canada - includes centre for safety education and information dissemination about work environment, encourages greater labor management cooperation in setting up safety committees, and outlines new legislation relating to employee protection in hazardous industries.
- Carmo, A.; Lopes, M.E.; Bidarra, A.; Correia, M. Prevencao de acidentes de trabalho e doencas profissionais na industria grafica. Luanda, Angola : Imprensa Nacional de Angola, 1975
Abstract: Profusely illustrated manual intended for the use of safety officers in the printing industry. Contents: Part 1: occupational accidents (statistics, causes, Portuguese legislation); work environment; personal protection; guarding of machines and tools; electrical hazards; occupational diseases (poisoning, allergy, dermatitis, etc.) and role of the plant physician; fire protection; materials handling; safety committees; occupational hygiene; physical and nervous fatigue. Part 2: training of safety personnel (organisation of training courses, exercises, communication techniques, audio-visual methods, aptitudes required of safety personnel, formation of safety teams). Training material, model time-tables, and test questions are appended. 390 p., illustrated, 176 references. (Language: Portuguese)
Translated title: Prevention of occupational accidents and diseases in the graphic industry
Accession number: CIS 76-544
Control number: 00058148 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)
- *Carnahan, G.R. Using safety committees effectively. The Personnel administrator (Mar./Apr. 1974). p. 46-49
- Case against joint labor-management safety committees. Occupational hazards. Vol. 26 (Aug. 1964). p. 39-40
Abstract: In this interview, Joe M. Lovio, safety director for the Bower Roller Bearing Division of Federal-Mogul-Bower Bearings, Inc., contends unions are not concerned about workers' welfare and safety but use joint labor-management safety committees as a political maneuver to show the unions' influence on management. The interview covers the basic points made by those who favor joint safety committees. Lovio insists that management with such committees is weak. Management's proof that it can do the job alone lies in equal or better than average frequency and severity records. Lovio believes the experienced and well-trained safety director will do his job so well that unions will be unable to demand a joint committee. The safety director should sell management on a strong safety program; he can also go to the workers to sell safety. He doesn't need a joint committee to tell him about safety problems; workers and supervisors should come to him and he can educate them in safety training rather than have this done by a committee. (For the opposite viewpoint see: "The



Case for the Joint Committee, "Occupational Hazards, Vol. 26, February 1964, page 25.)

Control number: 00005536 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Chemische stoffen : Handboek voor vakbondskaderleden van de industriebond NVV. Amsterdam : Industriebond NVV, Landelijke advies commissie veiligheid en gezondheid, (Postbus 8107, 1005 AC, Amsterdam, Netherlands), 1979

Abstract: Contents: bibliographical roundup; role of the Netherlands trade unions in the field of occupational safety and health (OSH), (trade-union OSH programme, safety and health committees, role of the labour inspectorate, in-plant health protection, legislation, etc.); aims of this manual and how to consult it; determination of concentrations of gases, vapours and dust in air by detector tube; prohibition of use of benzene, carbon tetrachloride, pentachloroethane and 1,1,2,2-tetrachloroethane; chronic poisoning and its sequelae; list of irritants; list of carcinogens and suspected carcinogens (with commentary); what are threshold limit values (TLVs); comparative list of TLVs adopted in Germany (Fed. Rep.), the Netherlands, Sweden and the USA; catalogue of some 200 chemicals, indicating health hazards and symptoms of poisoning; identification of hazardous substances. 225 p., 23 references. (Language: Dutch)

Translated title: Chemicals : a manual for health and safety representatives of the Federation of Netherlands Trade Unions

Accession number: CIS 79-1029 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Circulaire du 25 oct. 1983 relative à l'application de la loi n° 82-1097 du 23 dec. 1982 relative aux comités d'hygiène, de sécurité et des conditions de travail. Journal officiel de la République française. No. 294 (19 and 20 Dec. 1983). N.C. p. 11211-11216

Abstract: Commentary on the provisions of the decree of 23 Dec. 1982 (CIS 83-1490) and that of 23 Sep. 1983 (CIS 83-2095) regarding the scope, setting up and composition of these committees, their tasks and operation, and procedures in the case of serious and immediate danger. (Language: French)

Translated title: Circular of 25 Oct. 1983 relating to the implementation of Law No. 82-1097 of 23 Dec. 1982 on health, safety and working condition committees

Accession number: CIS 85-889 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Clarke, R.D. Worker participation in health and safety in Canada. International labour review. Vol. 121, no. 2 (Mar./Apr. 1982). p. 199-206

Abstract: Worker participation in workplace health and safety is a recent development in Canada. The first major breakthrough occurred with the enactment of the Province of Saskatchewan Occupational Health Act in 1972, which provided that a workplace health and safety program be developed, founded on a worker's right to participate in the identification and control of hazards. Actual experience with worker participation in health and safety matters in Canada is rather limited, and the Province of Saskatchewan has had the most experience, particularly with the use of committees. In 1978 the Government of Canada established the Canadian Centre for Occupational Health and Safety, and one of its first activities was to establish an Information and Advisory Service. As for unions, which were skeptical at first, a consensus is gradually emerging as to the essential prerequisites for meaningful worker participation. The committees must have the right to receive complaints, investigate situations, and reach binding determinations. References.

*Clarke, R.D. Labour-management disputes : a perspective. British Journal of industrial relations. Vol. 18, no. 1 (1980). p. 14-25



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- Clayton, H.L. Role of safety committees in the metal processing industries. *Metallurgia*. Vol. 46, no. 3 (Mar. 1979). p. 220-226
- Cleveland, R.H.; Cohen, H.; Smith, M.J.; Cohen, A. Safety program practices in record-holding plants. (DHEW (NIOSH) publication ; no. 79-136). Morgantown, West Virginia : Division of Safety Research, National Institute for Occupational Safety and Health, 1979
Abstract: Safety program practices of five manufacturing facilities with 1974 National Safety Council recognition for man hours worked without a disabling injury were surveyed. Three of the survey participants were chemical facilities, one was a textile facility, and one was a manufacturer of photoflash consumer products. Each facility responded to an extensive questionnaire, allowed interviews with company management and production workers, and hosted site visits by a team of safety professionals. Survey findings corroborate and extend those of two previous safety performance studies. These findings include the prevalence of such characteristics as a strong management commitment to safety, efficient hazard identification, engineering controls, job safety training, safety evaluation programs designed to anticipate and control hazards, an effective employee involvement program, and a safety program that is integrated into the larger management system and is designed to deal with safety as an intrinsic part of facility operation. 120 pages, 3 references.
Control number: 00091546 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)
- Codrington, C.; Henley, J.S. The industrial relations of injury and death: safety representatives in the construction industry. *British journal of industrial relations*. Vol. 19, no. 3. (Nov 1981). p. 297-315
Abstract: The Health and Safety at Work etc. Act of 1974 is the latest in a long line of statutes that regulate working conditions. In some respects, this Act represents a re-assertion of voluntaristic principles, because its most novel feature is statutory backing for a "self-regulating" system of accident prevention based on workplace organization. An examination is made of the safety record of the construction industry and the premises that underlie the provisions of the new self-regulating system of accident prevention. The results show that the primary significance of the provisions for safety representatives is based on the formal recognition that workers have the right to exert some direct influence on the occupational hazards to which they are exposed. Because this right infringes on managerial prerogatives to control methods of work, its significance depends on the particular contingencies operating at the point of production. In some cases, there may be sufficient mutuality of interests for safety issues to be resolved through joint consultation, but evidence in the construction industry indicates that bargaining will remain the basis of site safety regulation. 19 p., table, references.
- Cohen, H.H. Employee involvement : its implications for improved safety management. *Professional safety*. Vol. 28, no. 6 (June 1983). p. 30-35
Abstract: Employee involvement has recently received greater attention in the area of occupational safety and health. The author explains the specific elements of employee involvement in the approaches adopted in Sweden and in Canada. Any program must take into account the specifics of both the organization to be modified and its personnel.
- Cole, M.G. Quality circles and safety committees : applying participative management techniques to loss control. *Professional safety*. Vol. 29, no. 4 (Apr. 1984). p. 33-36
Abstract: A comparison is made between safety committees and quality circles as participative management techniques which can be used in the prevention of total loss in industry. Methods for starting a quality circle, the training and problem-solving techniques that can be used, and the advantages of quality circles are discussed. 23 references.
Accession number: CIS 85-246 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



Comité d'hygiène, de sécurité et des conditions de travail (CHSCT) : tableau comparatif des anciennes et nouvelles dispositions légales. Travail et sécurité. No. 4 (Apr. 1983). p. 204-220

Abstract: In table form, this report offers a point-by-point comparison between new and old legal provisions applicable to safety and health committees in France pursuant to the law of 23 Dec. 1982 (effective 1 July 1983). Field of application; imminent and grave danger (rights of wage-earners, role of the CHSCT); conditions of formation of the CHSCT; missions of the CHSCT; meetings, information furnished by management; documents to be furnished by management; composition of the CHSCT; granting of time; operations; training of members of the CHSCT; protection against dismissal; future decrees; possibilities of going beyond the law; penalties for obstruction. (Language: French)

Translated title: Committee on health, safety and working conditions (CHSCT) : comparative table of old and new legal actions

Accession number: CIS 83-1193 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Comités d'hygiène et de sécurité. 10th ed .. Paris : Institut national de recherche et de sécurité, 1981

Comments on the new regulations for safety committees. Industrial safety. (June 1976). p. 22

Commission d'hygiène et de sécurité. Algiers : Institut national d'hygiène et de sécurité, (10 rue Mohamed Belouizdad, Algiers, Algeria), 1978

Abstract: This booklet presents, in question-and-answer form, the health and safety committees now rendered compulsory in undertakings by Algerian law: composition, powers and duties, organisation. 34 p., illustrated, 11 references. (Language: French)

Translated title: Health and safety committee

Accession number: CIS 79-1794 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Conceptos basicos de higiene para las Comisiones Mixtas de Seguridad e Higiene. Mexico City : Secretaria del Trabajo y Prevision Social, (Doctor Vertiz 96, Mexico 5 D.F., Mexico), 1981

Abstract: Concepts of industrial hygiene and its relation to the workplace, recognition, evaluation and control of hazards are presented in a question-and-answer format and illustrated by cartoons. This is the 4th of a series of 6 guides on joint health and safety committees. 43 p., illus., 6 references. (Language: Spanish)

Translated title: Basic concepts of industrial hygiene for the joint health and safety committees

Accession number: CIS 83-2064 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Conceptos basicos de seguridad para las Comisiones Mixtas de Seguridad e Higiene. Mexico City : Secretaria del Trabajo y Prevision Social, (Doctor Vertiz 96, Mexico 5 D.F., Mexico), 1981

Abstract: Concepts of occupational safety, hazards and accidents, and means to identify, evaluate and control these problems are presented in a question-and-answer format and illustrated by cartoons. This is the 3rd of a series of 6 guides on joint health and safety committees. 57 p., illus., 6 references. (Language: Spanish)

Translated title: Basic concepts of safety for the joint health and safety committees

Accession number: CIS 83-2063 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Concern for safety : health care facilities. Professional safety. (Nov. 1979). p. 11-46

Abstract: The main articles in this special issue are devoted to occupational safety and health in hospitals and similar establishments: concepts of total loss control at a major medical centre; how



to organise a hospital safety committee; safety requirements in nursing homes; reduction of employee death and disability by emergency medical services; preventive techniques, behaviour modification and continuing education for occupational health professionals; keys to an effective hospital safety programme; electrical hazards in hospitals, methods for reconstruction and analysis of electrical injuries; body mechanics and how to move patients without risking back injury. 46 references
Accession number: CIS 80-866 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Cooperation of workers and their representatives in accident prevention within the enterprise. II : Training of workers' safety representatives in safety and health matters. Luxembourg : Commission of the European Communities, Office for official publications, (5 rue du Commerce, 2985 Luxembourg, Grand-Duchy of Luxembourg), 1982

Abstract: The first part of this booklet contains a study of all safety and health activities which the Commission feels should be carried out, within the company, in cooperation with workers and their representatives. Recommendations are given to facilitate this cooperation. Aspects dealt with include: health and safety commissions and committees; safety campaigns, periodic meetings between foremen and workers; workers' suggestions; setting up of a system of instructions and sanctions in case of infringement; improvement in working conditions and of workplaces; safety inspections; analysis of accidents causes; personal protective equipment; study of new plant projects. The second part is devoted to the training of workers' representatives in health and safety matters and recommends the setting up of a training programme agreed upon jointly by companies and workers' organisations and gives suggestions concerning the subject matter of an initial programme. 27 p., prix: BF.150.00; £1.90. (Language: English, French, German, Italian, Dutch)

Accession number: CIS 83-576 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Crawford, J.W. Safety worker attitudes and habits. Mining congress journal. Vol. 66, no. 5 (May 1980). p. 51-53

Cuvier, G. Vie, travail, sécurité. Paris : Editions Expansion Scientifique Française, (15 rue Saint-Benoit, 75278 Paris Cedex 06, France), 1975

Abstract: This handbook, which explains in everyday language many aspects of occupational safety and health, is particularly addressed to management and supervisory staff at all levels, workers' representatives, and occupational health and safety committees. Contents: analysis of some psychological data for consideration in the promotion of occupational safety; laws, regulations, works rules, etc. in France (general principles of occupational safety and health; provisions concerning healthy conditions in work premises, clothing, changing rooms, meals and drinks; penalties and incentives; hours of work; workload); organisation of health and safety committees (text of the Decree of 1 Apr. 1974); statutory organisation and functioning of occupational medicine in France; personal protection; training and information; first aid; rehabilitation; safety methods and perspectives. A long chapter "Collective measures and ergonomics" is devoted to points concerning occupational safety and health and occupational medicine: warning notices and rules, working environment and microclimate, noise and vibration, loads, falls, safety competitions, guarding of machinery, etc. 143 p., alphabetical index. (Language: French)

Translated title: Life, work, safety

Accession number: CIS 77-897 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



De Bettignies, L.A. Institution du comité d'hygiène et de sécurité (C.H.S.) : prévention des accidents du travail et amélioration des conditions de travail. Paris : Centre de Recherches en Sciences Sociales du Travail, Université XI, 1975

Abstract: Monograph on the role of safety committees in the prevention of occupational accidents and of occupational diseases as well as in the improvement of working conditions - comments on relevant labour legislation, discusses the committee's structure and its information functions, etc., examines management attitudes, employees attitudes, trade union federation attitudes and relations between the committee and labour inspection, and includes case studies. 255 p., references. (Language: French)

Decret n° 74-274 du 1er avril 1974 relatif aux comités d'hygiène et de sécurité. Journal officiel de la République française. Vol. 106, no. 83 (Apr. 5, 1974). p. 3837-3839

Abstract: This decree, which repeals and replaces articles R. 231-1 to R. 231-10 of the French Labour Code, makes the establishment of health and safety committees mandatory in undertakings employing at least 50 wage earners. Composition, powers and duties of these committees; intervals at which they must convene and place of meeting; items which must be included in the agenda; rules governing the minutes of sittings, etc. (Language: French)

Translated title: Decree No. 74-274 of 1 April 1974 respecting health and safety committees

Accession number: CIS 74-2064 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Decret n° 77-612 du 9 juin 1977 relatif aux comités particuliers d'hygiène et de sécurité de chantier prévus à l'article 39-1 de la loi no. 76-1106 du 6 décembre 1976). Journal officiel de la République française. Vol. 109, no. 13715 (June 1977). p. 3259-3261

Abstract: This decree makes the setting up of a special safety and health committee mandatory: (1) on worksites covered by the newly-inserted article L. 235.5 of the French Labour Code, promulgated by the Act of 1 Dec. 1976; and (2) on worksites for projects requiring more than 1 year for completion, and where a minimum of 100 workers are employed for at least 6 months. The decree prescribes, for both types of worksite, the composition, powers and duties, and objectives of these committees. The Organisation for Safety in the Building Construction and Civil Engineering (Organisme professionnel de prévention du bâtiment et des travaux publics (OPPBTP)) is required to assist in the promotion of these committees. (Language: French)

Translated title: Decree No. 77-612 of 9 June 1977, respecting the special site health and safety committees provided for in article 39-1 of Act No. 76-1106 of 6 December 1976

Accession number: CIS 77-2069 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Decret n° 77-996 du 19 août 1977 pris pour l'exécution du livre II, titre III, chap. V (première partie: Legislative) du code du travail (plans d'hygiène et de sécurité, collèges interentreprises d'hygiène et de sécurité et réalisation des voies et réseaux divers). Journal officiel de la République française. Vol. 109, no. 204 (Sept. 3, 1977). p. 4443-4445

Abstract: Part I of this Decree defines the conditions, planning procedure and scope of the worksite occupational safety and health (OSH) plans required, by articles L. 235-2 and -3 of the French Labour Code, for civil engineering projects estimated at more than 12 million francs. Part II prescribes the composition (site owners, contractors, subcontractors, ancillary firms, etc.), terms of reference and standing orders of the interplant OSH committees required under articles L. 235-5 to L. 235-7 in worksites of the above category employing a given number of workers and involving a certain number of independent firms. Part III makes regulations for ways of communication and linking up with public drinking water and electricity supply in conformity with the provisions of article L. 235-2 of the said Code. (Language: French)

Translated title: Decree No. 77-996 of 19 Aug. 1977 to administer the Labour Code (Book II, Title



III, Ch. V: first part - legislative) respecting occupational safety and health planning, interplant occupational safety and health committees and worksite communication ways

Accession number: CIS 78-864 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Decret n° 78-45 du 24 mars 1978 portant, par application de l'article 39-II de la loi no. 76-1106 du 6 décembre 1976, adaptation pour les mines des dispositions réglementaires sur les comités d'hygiène et de sécurité. Journal officiel de la République française. Vol. 110, no. 75 (Mar. 30, 1978). p. 1372-1374

Abstract: This Decree, which now forms part of the French Labour Code (Book VII (Part 2), Title I, Chapter I, Section II, new codified insert: articles R. 711-6 et seq), requires the establishment of safety and health committees in all mines and quarries, and prescribes the membership of these committees, their powers and duties and standing orders. (Language: French)

Translated title: Decree No. 78-445 of 24 Mar. 1978 to issue an adapted form of the regulations concerning occupational safety and health committees, to apply in mines, under art. 39-II of Act No. 76-1106 of 6 Dec. 1976

Accession number: CIS 78-1754 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Decret n° 79-228 du 20 mars 1979 portant règlement d'administration publique relatif aux comités d'hygiène et de sécurité et à la formation à la sécurité. Journal officiel de la République française. Vol. 111, no. 6822 (Mar. 1979). p. 639-642

Abstract: This decree, which amends art. R. 231 of the French Labour Code (Title III, Book II), lays down general rules, standing orders and terms of reference for the establishment, membership and activities of plant safety committees: types of undertaking to which the regulations apply; membership of committees, scope of their activities (analysis of occupational hazards, investigation of serious occupational accidents and diseases; inspection of establishments, initiating action on occupational safety and health (OSH) questions, advisory functions, etc.); periodicity of committee meetings. Other provisions concern safety training and the role of the OSH committees in training activities: training objectives; training of certain categories of staff (machine operators, workers using or processing chemicals, those engaged in materials handling, driving vehicles, operating lifting equipment, those in contact with dangerous animals); cases where special action must be taken regarding safety training (where new production processes are commenced, or existing ones modified, where new jobs are created or existing ones modified, etc.); organisation of safety training (participation of safety officers, plant physician, reports, languages used, employer's duties, etc.). (Language: French)

Translated title: Decree No. 79-228 of 20 March 1979 issuing regulations for occupational safety and health committees and safety training

Accession number: CIS 79-852 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Decret n° 83-844 du 23 sept. 1983 relatif aux comités d'hygiène, de sécurité et des conditions de travail. Journal officiel de la République française. Vol. 115, no. 223 (25 Sep. 1983). p. 2864-2865, and supplement of Vol. 115, no. 229 (2 Oct. 1983). p. 2919

Abstract: This decree, based on the law of 23 Dec. 1982 which concerned health, safety and working conditions committees ((CIS 83-1490)), makes several relevant provisions: composition of the worker delegation, given the number of employees on each committee; duration of the mandate of the members of the committee; list of other participants in committee meetings (the occupational physician and the chief safety and working conditions officer or the person with those responsibilities should attend committee meetings on a consultative basis). (Language: French)

Translated title: Decree No. 83-844 of 23 Sep. 1983 concerning health, safety and working conditions committees



Accession number: CIS 83-2095 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Denison, R.P.; Andries, P.; Cordy, A.; Marcorelles, N.E.; Gayetot, J.; Thissen, R. Mission du chef d'entreprise et rôle des syndicats dans la prévention des accidents du travail. Jambes : Institut international pour les problèmes humains du travail, (117 avenue Gouverneur Bovesse, B 1500, Jambes, Belgium), (n.d.)

Abstract: Record of proceedings of a meeting held on 13 June 1974 at Jemeppe-sur-Sambre, Belgium, under the auspices of the Comité provincial pour la promotion du travail, Namur. The participants represented the factory inspectorate services, management and workers' trade unions. Papers were presented on: interpretation of certain sections of the Belgian General Regulations on occupational safety and health (Royal Order of 3 Oct. 1973) (role of the plant occupational safety and health service and of the joint committees for industrial sectors and trades); safety problems in a large Belgian plant (organisation, experience gained, rôle of the trade unions); past experience in joint management/worker efforts and action in the field of occupational safety and health; positive and negative aspects of the Belgian Royal Order of 10 Mar. 1971, which widened the scope of activities and increased the authority of the safety committees; occupational accidents and diseases in France (role of the French National Research and Safety Institute (INRS)); rôle and responsibilities of workers' delegates on safety committees in Belgium; rôle of trade unions in the prevention of occupational accidents. 97 p., illustrated. (Language: French)

Translated title: Role of heads of undertakings and of trade unions in the prevention of occupational accident

Accession number: CIS 76-1492 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Dennis, H.L. Safety representatives - warts and all. *Nursing times*. Vol. 76, no. 34 (Aug. 21, 1980). p. 1503-5

Der Foenander, O. Shop stewards and shop committees. Melbourne, Australia : International School Book Services, University Press, 1965

*Deutsch, S.E. Issues in comparative research on labour and work democratization. *Labour gazette*. Vol. 77, no. 2 (Feb. 1977). p. 75-78

*Doern, G.B. Regulatory processes and jurisdictional issues in the regulation of hazardous products in Canada. (Background study ; no. 41). Ottawa : Science Council of Canada, 1977

*Doob, P.A. Work refusal as a response to uncorrected imminent danger : are there viable options? Los Angeles, California : paper presented at the Annual Meeting of the American Public Health Association, Oct. 17, 1978 : revised Feb. 22, 1979. (mimeograph)

*Drouin, C. The right to refuse work in case of apprehended danger : a measure of last resort. (mimeograph) 1978.

Dumaine, J. L'ergonomie dans l'entreprise : ergonomie participative : ergonomie de spécialiste. *Cahiers de médecine interprofessionnelle*. Vol. 18, no. 70 (2nd quarter 1978). p. 5-14

Abstract: Schematic breakdown of the work situation designed to alert technical personnel to the sense and importance of ergonomics. Analysis, with simple diagrams, of the factors involved (individual, equipment, task, time, environment, interrelations between operators, nuisance or hazard factors close by, organisational element, spatial situation, chronobiological dephasing); ergonomic anomalies related to these factors, with possible remedies. Description of 2 methods permitting detection of anomalies in the work situation and facilitating their solution: participatory ergonomics, which



makes use of safety and health committees and the work teams as such (role of dynamic audiovisual techniques) and specialist ergonomics. Illustrated. (Language: French)

Translated title: Ergonomics in the undertaking : participatory ergonomics : specialist ergonomics

Accession number: CIS 78-2069 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Dyer, L.; Lipsky, D.B.; Kochan, T.A. Union attitudes toward management cooperation. *Industrial relations*. Vol. 16, no. 2 (May 1977). p 163-172

Abstract: Support for joint union-management programs varies according to issues among labour union officials, higher in quality of work issues, low in traditional issues, and moderate with issues of productivity. According to types of issues, importance of personal, structural and relationship variables are likely to vary.

Eberlie, R. Give self-regulation a chance! *Health and safety at work*. Vol. 7, no. 2 (Feb. 1985). p. 37

Effects of technological progress on work in the leather and footwear industry. (Report III). Geneva, Switzerland: International Labour Office, 1979

Abstract: In this report prepared for the Second Tripartite Technical Meeting for the leather and footwear industry (Geneva, 1979), Chapters V to VII are devoted to physical hazards due to increasing mechanisation in this industry (noise, vibration, machinery guarding, explosions, working conditions in developing countries, statistics of occupational accidents reported in Japan, Singapore, United Kingdom and United States, 1975-1977), chemical hazards due to the use of organic solvents (e.g. benzene) and other harmful chemicals (respirable dust, dyes, tanning and finishing products) and the organisation of safety and health services (medical examinations, monitoring of toxic substances and health risks, safety and health committees, safety and health training, duties and responsibilities of workers and management). 69 p. (Language: English, French, Spanish)

Accession number: CIS 80-249 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Egan, B. *Safety policies : how to write and enforce them*. London : Commercial Publishing Company (1076 Harrow Road, London NW10 5NL, United Kingdom), 1975

Abstract: Guidelines for British employers and workers' representatives as to how an organisation should approach the formulation of a safety policy, referring to the Health and Safety at Work Act 1974 and the Robens Report. Construction of a safety policy (role of the company executive; availability of safety information; consultation with the workforce; documentation; safety policy in multi-operation organisations; responsibilities of management, of safety representatives and of individual employees; directors' reports and safety statements). Appendices to this digest are devoted to: guidelines for safety audits (laws, regulations, preparatory documents, sources of advice and information, responsibilities, safety advisers and officers, safety representatives and committees, first aid, fire precautions, housekeeping, accident and safety training records, examples of safety policies, addresses of local enforcement authorities). 52 p., illus., price : £ 3.00.

Accession number: CIS 76-1793 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Elements of a safety programme : how to initiate, operate, motivate a safety programme. Adelaide, Australia : South Australian Department of Labour and Industry, 1971

Abstract: Essential elements for implementation and maintenance of a safety program are given in a booklet. Aspects covered include: management policy; management participation; safety officers; safety committees; supervisor training; employee education; safety rules; research activities; safety appraisal of plans and specifications; fire protection; and medical service. 20 p.



Accession number: CIS-519-1973

Control number: 00085506 (Available from CCOHS - please quote these numbers when ordering and refer to previous note on page 5.)

*English, W.P. How effective are safety committees? Professional safety. Vol. 24, no. 12 (Dec. 1979). p. 25-27

Establishment and operation of safety and health committees. Ottawa : Publications Distribution Centre, Labour Canada, (Ottawa, Ontario K1A 0J2), Canada, 1984

Abstract: Description of the responsibilities, role, establishment procedures, operations and meetings of the workplace joint safety and health committees. The role of the Government is defined in the light of the Canada Labour Code. 28 p. (Language: English, French)

Accession number: CIS 85-291 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Establishment of joint health and safety committees. In: Canadian employment safety and health guide. (Toronto, Ont.) : CCH Canadian Limited, 1982. p. 3005-3255

Etzold, P.; Wittenbeck, R. Arbeitsschutzrecht in der Deutschen Demokratischen Republik. Berlin : Verlag Tribune (Am Treptower Park 28-30, DDR-1193 Berlin), 1975

Abstract: This textbook, consisting of comments on, or interpretation of, occupational safety and health laws and regulations, with extensive citations from the statutory instruments themselves, provides a very complete overview of the legal system in the German Democratic Republic providing occupational safety and health protection for workers. Chapters are devoted to: socialist principles of occupational safety and health; basic legal principles of worker protection; responsibility of the state institutions and authorities, of individual state officials and state economy officials in the implementation and enforcement of occupational safety and health measures; bodies for control of occupational safety and health measures (safety committees, trade union and worker participation, etc.); state bodies for the control and inspection of occupational safety and health and conditions of work; basic legal obligations of management and supervisory staff in labour protection; responsibility in occupational safety and health and fire protection; responsibilities and tasks of state and socialist organs for the prevention of infractions of the law. Extracts from the Constitution of the German Democratic Republic and occupational safety and health regulations are appended. 444 p. (Language: German)

Translated title: Labour protection law in the German Democratic Republic

Accession number: CIS 76-2095

Control number: 00070237 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Firenze, R.J.; Walters, J.B. Safety committees : overview. In: Safety and health for industrial/vocational education for supervisors and educators. Cincinnati : National Institute for Occupational Safety and Health ; Washington : Occupational Safety and Health Administration, 1981. p. 5.1-5.12

Fisher, J. Blueprint for effective health and safety committee training. Accident prevention. (June 1982). p. 3-5

Formation des représentants du personnel au CHSCT : travail et sécurité. No. 6 (June 1984). p. 298-300

Abstract: Suggestions for the training of staff representatives on safety and health committees in France: characteristics, general objectives, organisation. (Language: French)

Translated title: Training of staff representatives on safety and health committees

Accession number: CIS 85-250 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



Fowler, R.A. Establishing funds for local union health and safety committees. *Labour occupational health program monitor*. (Jan. 1978). p. 1-2

*Fowler, R.A. Local union health and safety committee : manual prepared by the Labour Occupational Health Project, Centre for Labour Research and Education, Institute of Industrial Relations. Berkeley, Calif. : University of California, 1974

Fragomeni, C. Committee training program pays off at Sudbury. *Canadian occupational safety*. (Mar./Apr. 1981). p. 4-5

French, C.E. The shop committee in the United States. (*Studies in the social sciences*. ; forty-first series). (Baltimore, Md.) : John Hopkins University, (1923)

Gallagher, T.J. Management and the role of safety representatives in the building industry. *Royal Society of Health journal*. Vol. 97, no. 6 (Dec. 1977). p. 251-2

Garcia, O.S. Responderia usted asi al planteamiento de la seguridad? (Serie roja ; no. 6). Madrid : Seguridad, Comision de seguridad e higiene en el trabajo, Sindicato nacional de industrias quimicas (San Bernardo 62, Madrid-8, Spain), 1976

Abstract: Monograph consisting of questions and answers on in-plant safety. Contents: safety organisation and regulations; accident register; safety rules and compliance; responsibility; supervisors; penalties; safety programmes (recruitment, training, safety committee, inspection, safety campaigns, information of management). Diagrams of standard safety procedures, a model safety programme and list of duties of safety services are appended. 39 p., 4 references. (Language: Spanish)

Translated title: Questionnaire on safety organisation

Accession number: CIS 77-866 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Gibbs, J. Can health and safety be negotiated? : paper presented to the 26th Annual Conference, Industrial Relations Centre. (mimeograph) Montreal, Que. : McGill University, 1978

*Gillett, D.J. Self regulation. *Industrial safety*. Vol. 24, no. 8 (Aug. 1978). p. 6-7

Glendon, A.I. Role and training of safety representatives. *Occupational safety and health*. Vol. 7, no. 11 (Nov. 1977). p. 35-36, and Vol. 7, no. 12 (Dec. 1977). p. 37-39

Abstract: Part 1 of this article considers the functions of safety representatives in the United Kingdom and their implications as regards industrial relations (responsibilities under the 1974 Health and Safety at Work Act, the Health and Safety Executive Code of Practice and Guidance Notes, the Safety Representatives and Safety Committees Regulations, 1977 etc.); role of the Trades Union Congress (TUC), particularly as regards safety representative training. Part 2 considers the full-time trade union official's role in workplace safety and health, training courses in occupational safety and health organised by the TUC (regional education programmes, 10-day courses), overview of TUC policy, employer's duties, etc. Illus., 17 references.

Accession number: CIS 78-562 (Available from CCOHS - please quote this number when ordering and refer to note on page 5.)

Glendon, A.I. Safety representatives : who should train and who should pay? *Occupational health*. Vol. 29, no. 7 (July 1977). p. 304-7

Glendon, A.I. Safety : the new representatives. *Occupational health*. Vol. 28, no. 10 (Oct. 1976). p. 488-90



Glendon, A.I.; Booth, R.T. Worker participation in occupational health and safety in Britain. *International labour review*. Vol. 121, no. 4 (July/Aug. 1982). p. 399-416

Abstract: The legal basis for worker participation in occupational health and safety in the UK is the 1974 Health and Safety at Work Act (HASAWA) and the 1977 Safety Representatives and Safety Committees regulations (SRSC). The Health and Safety Commission (HSC) has overall responsibility for occupational health and safety policy at the national level. It consists of 3 Trades Union Congress (TUC) members, 3 representatives nominated by the employers, and 2 local authority members. While private-sector industry has little formal machinery for joint discussions on health and safety beyond the local level, in most public-sector industries, there is joint union-management machinery for discussing such issues. The labor laws passed in the mid-1970s established the right of recognized trade unions to appoint safety representatives to: 1. represent employees in consultation with employers, 2. investigate potential hazards and dangerous occurrences, and 3. examine causes of accidents. Mechanisms of worker participation include: 1. training, 2. quasi-formal trade union groups, 3. official trade unions, and 4. collective bargaining. 18 p., references.

Accession number: CIS 83-890 (Available from CCOHS - please quote this number when ordering and refer to note on page 5.)

Greaves, A. The safety committee : a trade union view. *Safety practitioner* (Dec. 1984). p. 36-38

Greece : workplace health and safety committees. *European industrial relations review*. Pt. 90 (1981). p. 10-11

Guia de comunicacion para las Comisiones Mixtas de Seguridad e Higiene. Mexico City : Secretaria de Trabajo y Prevision Social, (Doctor Vertiz 96, Mexico 5 D.F., Mexico), 1981

Abstract: Basic concepts of communication, such as the use of audiovisual techniques and information dissemination in the workplace, designed to improve the workers' awareness and acceptance of safe working procedures and conditions are presented in a question-and-answer format and illustrated by cartoons. This is part 5 of a series of 6 guides on joint health and safety committees. 35 p., illus. (Language: Spanish)

Translated title: Basic concepts of communication for joint health and safety committees

Accession number: CIS 83-2065 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Guia para el funcionamiento de las Comisiones Mixtas de Seguridad e Higiene. Mexico City : Secretaria del Trabajo y Prevision Social, (Doctor Vertiz 96, Mexico 5 D.F., Mexico), 1981

Abstract: A question-and-answer format and cartoons are used to define the duties, role and operation of these committees. This is the 2nd of a series of 6 guides on joint health and safety committees. 52 p., illus., 3 references. (Language: Spanish)

Translated title: Guide for operating joint health and safety committees

Accession number: CIS 83-2062 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Guia para la integracion y registro de las Comisiones Mixtas de Seguridad e Higiene. Mexico City : Secretaria del Trabajo y Prevision Social, (Doctor Vertiz 96, Mexico 5 D.F., Mexico), 1981

Abstract: A question-and-answer format and cartoons are used to describe the procedure to be followed for establishing and registering these committees. This is the 1st of a series of 6 guides on joint health and safety committees. (Language: Spanish)

Translated title: Guide for the establishment and registration of joint health and safety committees

Accession number: CIS 83-2061 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Guide for joint health and safety committees and representatives in the workplace. Toronto : Ontario Ministry



of Labour, Occupational Health and Safety Division, (400 University Ave., Toronto, Ontario M74 1T7, Canada), 1983

Abstract: The structure, establishment, meetings, roles and rights of the joint committee are defined in the light of the Ontario Occupational Health and Safety Act of 1978. 32 p. (Language: English)

Accession number: CIS 85-287 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Guide pratique à l'intention du Comité de sécurité, d'hygiène et d'embellissement des lieux de travail. 2nd edition. (D/1979/1205/2). Brussels : National Board for the Improvement of Working conditions (Commissariat général à la promotion du travail, 53 rue Belliard, 1040 Bruxelles, Belgium), 1979

Abstract: This edition, which replaces the 1975 edition, summarises in question-and-answer form the conditions for the establishment of these committees (mandatory in plants employing more than 50 workers), their membership, the status of staff representatives, the powers and duties of the committees (annual plan of action, detection and assessment of hazards, right to make prior recommendations before decision-making, safety campaigns, encouragement and inspection of safety services), their role and methods, competent courts in case of litigation, penalties for non-compliance with the Belgian regulations concerning these committees (Part 1). Part 2 reproduces pertinent sections of the General Labour Protection Regulations. Annexes: guidelines for drafting annual plans of action, plant medical services and plant physicians (organisation, role); monthly and yearly reports; inspection of apparatus and installations. 94 p., illus. (Language: French, Dutch)

Translated title: Practical guide for occupational safety and health and workplace improvement committees

Accession number: CIS 79-1489 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Guidelines for occupational health and safety committees : (committee workbook). Rexdale, Ont. : Total Loss Control Training Institute (P.O. Box 1085, Station B), 1979

Gunderson, M.; Swinton, K. Operation of joint committees. In: Collective bargaining and asbestos dangers at the workplace : a study prepared . . . for the Royal Commission on Matters of Health and Safety Arising from the Use of Asbestos in Ontario. (Study ; no. 1). (Toronto : Royal Commission on Asbestos, 1981). p. 8.10-8.22

*Ham, J.M. Report of the Royal Commission on the health and safety of workers in mines. Toronto, Ont. : The Attorney General, 1976

Abstract: This inquiry was commissioned to investigate all matters related to health and safety involved in the working conditions and working environment in mines in Ontario; to identify the relevant data related to silicosis, lung cancer and other occupational health hazards of miners in Ontario; to review the present basis for Workmen's Compensation Board awards as they relate to environmental health matters affecting miners; and to make appropriate recommendations. Agencies of government, industry, and labour concerned with the health and safety of workers in mines are identified, the kinds of injuries and diseases that produce loss of well being are illustrated; and issues of policy that underly the report are discussed. Silicosis and dust, lung cancer and ionizing radiation, accidents and injuries, and other environmental hazards at the workplace are reported by case investigations of particular problems. 117 recommendations arise from this analysis. The implications of these recommendations for provincial policy on occupational health and safety are discussed with recommendations for changes in legal and administrative arrangements for the mining industry.

*Health and safety at work : safety representatives and safety committees. London : H.M. Stationery Office, (Box 569, London SE1 9NH, United Kingdom), 1977



Abstract: This booklet contains: (a) the Regulations on safety representations and safety committees (Statutory Instrument No. 500, 1977; entry into force: 1 Oct. 1978); (b) the Code of Practice on safety representatives, approved by the Health and Safety Commission (HSC); (c) Guidance Notes issued by HSC. The Guidance Notes are set out on alternative pages facing the text of the Regulations. The Regulations and Code provide a legal framework within which employers and trade unions can make agreements for the functioning of safety representatives and safety committees. The Regulations cover: appointment and functions of safety representatives; workplace inspections; inspections following notifiable accidents; record keeping, inspection of documents; safety committees (objectives, functions, membership, conduct); exemptions; industrial tribunals; etc. 47 p.

Accession number: CIS 77-1754 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Health and safety committees: how effective are they? Occupational safety and health. Vol. 11, no. 11 (Nov. 1981). p. 20-23

Abstract: Since the advent of the occupational health and safety laws and regulations as well as the growth in number of "health and safety" committees in small establishments, the accident rate has declined considerably in Great Britain.

***Heard, L.** Can health and safety be negotiated? : paper presented to the 26th Annual Conference, Industrial Relations Centre. (mimeograph) Montreal, Que. : McGill University, 1978.

Heidberg, H.S.; Masanke, H. Arbeitssicherheit : Unternehmenspolitik und Mitbestimmung im Spiegel einer Betriebsvereinbarung. Sicherheitsingenieur, (Heidelberg, Germany (Fed. Rep.)). Vol. 5, no. 1 (Jan. 1974). p. 8-13

Abstract: Introductory comments by a member of the board of the directors and the chairman of the works council are followed by the full text of the agreement, which stipulates that both management and the workers' representatives shall undertake to use every possible means to achieve and maintain the highest level of safety. The agreement spells out the obligations of management and of the works council, as well as those of the safety officer and safety committee. Composition, powers and duties of joint bodies; bodies having competence for implementing and enforcing safety measures adopted; general obligations (especially as regards personal protection). Illustrated. (Language: German)

Translated title: Occupational safety : management policy and co-determination : example of a works agreement

Accession number: CIS 74-2066

Control number: 00047695 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Hekman, H. Bedrijfsveiligheid : handboek voor principiële en praktische veiligheidskunde. Deventer : Uitgeverij Kluwer, (Postbus 23, 7400 GA Deventer, Netherlands), 1980

Abstract: Manual in loose-leaf binder format for easy updating. Contents: definitions; basic documentation (texts of regulations, financial and economic aspects, scientific management, medical, psychological and social aspects, responsibilities); in-plant safety planning (organisation, services, committees, rules); specific problems related to the type of undertaking (public services, teaching establishments, industrial plants, building construction and civil engineering, small-scale undertakings, hotel industry and commerce, transport, agriculture, logging, laboratories, mines); methodical safety evaluation; accidents (prevention, notification, first aid); role of public authorities; safety and health and society in general; education and training; national and international documentation; safety and health engineering (radiation protection, fire protection, etc.). 2 Vols. (loose-leaf binders). Approx. 1,600p. (Language: Dutch)

Translated title: Plant safety : theoretical and practical occupational safety and health manual

Accession number: CIS 80-900 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



Hittig, E.H. Is safety really worth it? Inc (journal). Vol. 2, no. 10 (Oct. 1980). p. 65-66

Abstract: Safety awareness in a manufacturing plant can save on insurance premiums and downtime. Safety also involves employee education. Management involvement is necessary for a successful program. Regular safety meetings on the job sites reveal specific problems. Production is more efficient and the employees are psychologically more careful.

How about a safety committee = Pourquoi pas un comité de sécurité?. Safety perspective = Perspective sécurité. Vol. 1, no. 4 (1973). p. 21-23

Howells, R.W.L.; Lewis, D. Worker participation in safety. Industrial law journal. Vol. 3, no. 2 (June 1974). p. 87-104

Abstract: Article on workers' participation, through trade unions and collective bargaining mechanisms, in occupational safety matters within UK enterprises - covers legal aspects of the worker's role in occupational safety, participation through joint consultation, etc. References. ILO pub. Article on workers participation in occupational health and occupational safety in the UK - comments on worker involvement in labour inspection, etc., and suggests a framework for implementation of recent labour legislation. References.

Industrial Accident Prevention Association. Establishing an effective safety committee. (Systems safety management, lesson plan SSM-5-A-3). Toronto, Ont. : IAPA, 1973

Industrial democracy; interim report by the TUC General Council. London : Trades Union Congress, 1973

Abstract: Interim report on trade union policy regarding workers participation in decision making - outlines recent developments in collective bargaining and joint regulation (incl. joint consultation, rights to information, works councils, etc.) in the private sector and the public sector, and includes recommendations concerning joint occupational safety committees, workers representation, etc. 46 p.

Industrial Health and Safety Commission. Report. Edmonton, Alta. : Industrial Health and Safety Commission, (1975)

Abstract: The Gale Commission was appointed to examine existing Alberta occupational health and safety policies and programs and to recommend alternatives. The needs and responsibilities of workers, employees, unions, government, and the public are discussed with the existing structure designed to meet them. A lack of overall co-ordination and general apathy towards health and safety were observed. Major recommendations include the development of tripartite involvement and the creation of a single new ministry with the responsibility for all aspects of health and safety. Mandatory joint health and safety committees are urged with general guidelines for structure and functions recommended.

Industrial safety committees. Adelaide, South Australia : South Australian Department of Labour and Industry, 1970

Abstract: This booklet deals with industrial safety committees under the following headings: need for co-operation in industrial accident prevention; why have a safety committee; what do safety committees discuss; what are their duties; who should serve on a safety committee; how big should a safety committee be; the safety committee at work (chairman and secretary, committee members, policies and procedures, meetings: their order and duration, suggested order of business, adjournment); inspection by safety and inspection committees (the foreman's committee; an inspection aid for committees). The conclusion is that safety committees will further the cause of accident prevention if management support and participation is constantly maintained. 12 pages

Accession number: CIS 1650-1971



Control number: 00014044 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Integrierte Arbeitssicherheit mit Fallbeispielen aus der Praxis. (Schriftenreihe Arbeitssicherheit ; Nr. 18). Frankfurt am Main : Industriegewerkschaft Metall, (Wilhelm-Leuschner-Strasse 79-85, 6000 Frankfurt am Main, Germany (Fed. Rep.)). (1976). p. 79-85

Abstract: A brief introduction on safety (regarded as one of the objectives of plant policy), legal obligations, in-plant occupational safety and health organisation, and directives for a basic programme, is followed by concrete examples: occupational safety and health organisation chart; staffing and tasks of safety committees; report of a safety committee meeting; measures to promote safety; safety plan for dangerous work; performance of inspections; participation in design, construction, and maintenance of plants; programme of progressive initiation in safety for new employees; safety officers. 76 p. (Language: German)

Translated title: Integrated occupational safety and examples from practice

Accession number: CIS 77-1753 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

International Harvester plant cuts injuries dramatically with new health and safety practices. World of work report. Vol. 2, no. 11 (Nov. 1977). p. 122, 128-129

Abstract: Article describing the program for occupational health and occupational safety at International Harvester, which includes the formation of a safety committee which tests toxic substances entering the factory and watches for chemical hazards, and a compulsory training programme for supervisors.

*International Labour Office. Safety and health and the working environment : report VII : (a) part one, 66th session. Geneva : International Labour Office, 1980

Internt sikkerhedsarbejde pa virksomheder : vejledning om opbygning, funktion og opgaver. 2nd edition. (Publikation ; nr. 29). Kobenhavn : Direktoratet for Arbejdstilsynet, (Upsalagade 20, 2100 Kobenhavn O, Denmark), 1974

Abstract: Contents: definitions of the aims of in-plant prevention; obligations of workers, supervisory staff and employers; organisation of a safety department, selection and function of safety officer; functions of safety team (foreman and safety officer); functions of safety committee; meetings of safety committee; training and information; participation in work planning; accident investigations; safety campaigns; responsibilities and competence. Appendix: extracts from the Danish Act on occupational safety, text of the notification concerning safety activities in the undertaking. 39 p., illus., gratis. (Language: Danish)

Translated title: In-plant safety activities : guide to organisation, functions and duties

Accession number: CIS 75-1767 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Ison, T.G. The dimensions of industrial disease. Part II : the compensation boards. Canadian medical association journal. Vol. 118 (Feb. 1978). p. 317-322

*Ison, T.G. Information access and the workmen's compensation board : prepared for the Commission on Freedom on Information and Individual Privacy. (Research publication ; no. 4). Toronto, Ont. : Government of Ontario, 1979

Jackson J. Health and safety : the new law. London : The Commercial Publishing Co., (1076 Harrow Road, London NW10 5NL, United Kingdom), 1975



Abstract: Comment on the 1974 Health and Safety at Work Act based on the experience of over 1,000 senior safety executives and enforcement agents. An introduction (objects and extent of the Act, definitions) is followed by short chapters devoted to: general duties (employers' duties; statements of safety policy; safety representatives, safety committees; emissions into the atmosphere; manufacturers, designers, importers, suppliers; employees' duties and proper treatment of safety equipment; enforcement of use of personal protective equipment and penalties for non-observance); organisations operating under the Act (the Health and Safety Commission; the Health and Safety Executive; Local Authorities; other authorities; the Employment Medical Advisory Service); the detail of the law (regulations, codes of practice); enforcement and offences; disclosure of information; miscellaneous and procedural matters. The full text of the Act is appended, and another appendix gives information on legal liability, with reference to specific cases decided by the courts. 99 p., subject index.

Accession number: CIS 76-1193 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Jacques, P. Safety representative in action. *Safety surveyor*. Vol. 7, no. 2 (July 1979). p. 10-17

Janner, G. Enter the union safety representative. *Occupational health*. Vol. 30, no. 3 (Mar. 1978). p. 110-3

Joint health and safety committee. In: *Towards safe production : the report of the Joint Federal-Provincial Inquiry Commission into Safety in Mines and Mining Plants in Ontario*. (Burkett Commission). (Ottawa : Labour Canada, 1981). Vol. 1. p. 60-79

Joint work site health and safety committee handbook. (Edmonton) : Occupational Health and Safety Division, Workers' Health Safety and Compensation, 1979?

Jones, W. T. Health and safety at work act : a practical handbook. London : Graham and Trotman Publishers, (20 Foubert's Place, Regent Street, London W1V 1HH, United Kingdom), 1975

Abstract: This handbook provides an extensive and authoritative guide to the new Act, in non-legal language, for employers, workers, trade unionists and safety personnel. It is available in loose-leaf format to accommodate 2 half-year updating supplements on amendments, interpretation, procedure and case law. Sections are devoted to: background information (the Robens report); main provisions and aspects of the Act, and comments on it; continuing developments and some views and opinions on the working of the Act to date. There are 15 appendices covering, inter alia, relevant statutes, subjects for regulations, official codes of practice, check-list of matters concerning safety committees, safety and health policy, publications, addresses of bodies active in the field of occupational safety and health, etc. 291 p., 48 references., price : £9.50 (loose-leaf, with supplements) and £4.50 (hard-back, without supplements).

Accession number: CIS 75-1492

Control number: 00050426 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

*Kelman, S. Occupational safety and health in Sweden : the politics of cooperation. (Swedish information service ; no. 2). *Working Life in Sweden*. Ottawa, Ont. : Swedish Embassy, 1977

Kenyon, D. A. How to organize a successful hospital safety committee. *Professional safety* (Nov. 1979). p. 16-22

Abstract: Every health and safety committee must be organized to accomplish genuine accident prevention and this document shows an efficient method for doing so.

Khetan, O. P. Workers' participation in management : a study of Rourkela Steel Plant. *Indian management*. Vol. 11, no. 9 (Sept. 1972). p. 21-35, 52



Abstract: Article on workers participation at the Rourkela Iron and Steel Industry factory in India - covers grievance procedure, occupational safety committees, joint consultation, etc.

*Kochan, T.A.; Dyer, L. A model of organizational change in the context of union-management relations. *Journal of applied behavioural science*. Vol. 12, no. 1 (Feb. 1976). p. 59-78

Kochan, T.A.; Dyer, L.; Lipsky, D.B. The effectiveness of union-management safety and health committees. Kalamazoo, Mich. : W.E. Upjohn Institute for Employment Research, 1977

Abstract: Reports on an attempt to identify how safety committees function and to judge their effectiveness. Based on a literature review, questionnaires and interviews with employers and unions, it focuses on the qualities of union-management relationships which promote a cooperative approach to safety. Critical problems in making committees work and implications for unions, employers, and OSHA are discussed, and two case studies are included.

*Kovach, K.A.; Sands, B.F.; Brooks, W.W. Is co-determination a workable idea for U.S. labor-management relations? *M.S.U. business topics*. Vol. 28, no. 1 (Winter 1980). p. 49-55

Labor-management committees examined. *Occupational health and safety* (Feb. 1983). p. 57

Lancianese, F.W. Small plant's safety success formula. *Occupational hazards*. Vol. 43, no. 7 (July 1981). p. 45-48

Abstract: The Olin Brass Fabricated Products company in East Alton, Illinois attributes its low injury incidence rate to its personal involvement theme in the company safety program. Employee participation through a quality circle concept and monthly safety meetings provides a mechanism for safety-related employee suggestions and recommendations. On-the-job safety training begins on the employee's first day of work; the foreman or supervisor is the normal teacher. Personal protective equipment is mandatory as is an equipment safety check every morning. Motivation for safe employment is provided by prize awards to employees.

*Lane, D.M. Survey on the experience with regard to the right to refuse work : cases handled out of court. (mimeograph) (1979)

Lawson, T.K. Planning and conducting more effective safety meetings and safety committee activities. North Bay, Ont. : Forest Products Accident Prevention Association, 1978

Lefebvre, H. Guide pratique des CHSCT. Grenoble : Société alpine de publications, (48 cours de la Liberation, 38100 Grenoble, France), 1984

Abstract: A collection of advice, methods and simple rules aimed at OSH committees in order to make their task easier to achieve. 20 chapters present various aspects of accident prevention and workplace improvement. Keywords given at the beginning of each chapter refer to a list of appropriate laws and regulations in effect in France and to reference works, both given in the appendix. 235 p., illus. (Language: French)

Translated title: Practical guide to OSH committees

Accession number: CIS 85-555 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Lei no. 6.514 de 22 de dezembro de 1977 : altera o capitulo V do Titulo II da Consolidacao das Leis do Trabalho, relativo a seguranca e medicina do trabalho, e da outras providencias. *Diario oficial*, (Brasilia, Brazil). Vol. 115, no. 24423 (Dec. 1977). p. 17777-17783

Abstract: This Act entered into force on 23 Dec. 1977. The whole of Chapter V is redrafted and



modernised, with extensive amendments. General provisions concerning duties of regional labour offices, plant management and employers are followed by sections concerning labour inspection (technical reports, warnings, suspension and prohibition of plant operations); plant safety and health services; plant safety committees (elections, employees' representatives, role of trade unions, etc.); personal protective equipment; preventive medicine (pre-employment and periodic medical examinations); factory premises and workplaces (dimensions, lighting, ventilation, temperature, floor surfaces); electrical installations; transport, storage and handling of materials; machinery and equipment (guarding, devices to prevent inadvertent starting, etc.); boilers, furnaces and pressure vessels; unhealthy and dangerous processes; toxic or irritant substances; maximum weights to be lifted; construction, demolition and repair work; storage and handling of explosive and flammable substances; ionising radiation; hot workplaces; protection against weather; etc. Penalties. English translation may be obtained from: International Labour Office, 1211 Geneva 22, Switzerland. (Language: Portuguese)

Translated title: Act No. 6514 of 22 December 1977 to amend chapter V of Title II of the Labour Code, concerning occupational safety and health, and for other purposes

Accession Number: CIS 78-1500 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Leopold, J.W.; Beaumont, P.B. Do joint health and safety committees work? IFAP bulletin (Aug. -Oct. 1983). p. 12-14

Leopold, J.W.; Beaumont, P.B. Health, safety and industrial relations : a UK study. New Zealand journal of industrial relations. Vol. 8, no. 2 (1983). p. 135-145

Abstract: Drawing on a sample of safety committee members in 51 plants in the United Kingdom manufacturing industry, this paper examines 3 aspects of the relationship between unions and management on health and safety issues.

Leopold, J.W.; Beaumont, P.B. Joint health and safety committees in the United Kingdom : participation and effectiveness : a conflict. Economic and industrial democracy. Vol. 3 (1982). p. 263-284

Leopold, J.W.; Coyle, R. A healthy trend in safety committees. Personnel management. Vol. 13, no. 5 (May 1981). p. 30-32

Abstract: The Safety Committee and Safety Representative Regulations implemented in the UK in October, 1978 have stimulated the creation of joint health and safety committees in 2 specific areas - firms with less than 200 employees and firms in the industries with traditionally low accident rates. Many existing committees have been reorganized and revamped in the period after the Act was passed. There appears to be a close connection between the degree of risk inherent in the industry and the incidence of joint health and safety committees to deal with the problems. Only 1/3 of firms with less than 200 employees had joint health and safety committees dealing with a range of matters. Over 80% of committees that do exist in small firms were established after the Act. There has been an increase in the amount of technical training undergone by safety officers. In a manufacturing plant offered as an example, the new Safety Committee was found to be effective because of its small size, regular monthly meetings, balance between management and unions, and joint decision-making authority between management and union members. 3 pages, table.

Levy C. Le chef d'entretien et la sécurité : principales interventions périodiques obligatoires. Cahiers de notes documentaires - Sécurité et hygiène du travail. Note n° 1061-87-77, n° 87 (2nd quarter 1977). p. 227-238

Abstract: Stressing the inevitable relation between industrial maintenance work and accident prevention, this general safety information sheet, intended for heads of maintenance departments, analyses (with their requirements in view) the pertinent sections of the French Labour Code (workplace hygiene



and occupational health; safety of machinery and plant; fire protection), recommending that the head of this department should be an ex officio member of the works safety and health committee - since the decisions taken there often give rise to work which will be entrusted to him - and that he should work in closer collaboration with the plant safety officer. A table summarises mandatory periodic inspection and maintenance tasks for which the employer is responsible. Appendix: list of organisations and persons approved to carry out the principal mandatory inspection tasks. (Language: French)
Translated title: Safety and the head of the maintenance department - principal mandatory periodic inspections

Accession number: CIS 77-1468

Control number: 00077029 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Loi n° 78-1183 du 20 décembre 1978 complétant les dispositions du Code des communes en vue d'instituer des comités d'hygiène et de sécurité. Journal officiel de la République française. Vol. 110, no. 29822 (Dec. 1978). p. 4230-4231

Abstract: This Act prescribes the establishment of a safety and health committee in communes and communal administrative public establishments with a staff of more than 50 persons. In the case of bodies to which the above does not apply, an inter-communal health and safety commission may be set up. Provisions concerning the membership, convocation, powers and duties of these bodies. The Act also makes provision for the establishment of an occupational medical service for communes and communal and inter-communal public administrative establishments, or the possibility of becoming affiliated to a joint service shared by 2 or more undertakings or communes. (Language: French)

Translated title: Act No. 78-1183 of 20 December 1978 to supplement the provisions of the Code of the Communes for the purpose of setting up health and safety committees

Accession Number: CIS 79-1471 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Loi n° 82-689 du 4 août 1982 relative aux libertés des travailleurs dans l'entreprise. Journal officiel de la République française. (6 Aug. 1982). p. 2518-2520

Abstract: Establishment of in-plant regulations is mandatory in undertakings employing 20 or more workers. The regulations must include implementation measures for safety and health in the undertaking or establishment. The opinion of the OSH committee is mandatory within the terms of reference of the committee. Workers have a direct and collective right of expression on the content and organisation of their work and on the definition and implementation of measures designed to improve conditions of work in the undertaking. This right may be exercised on the work premises and during working hours and is remunerated as work. (Language: French)

Translated title: Act No. 82-689 of 4 Aug. 1982 relative to freedom of workers in the undertaking

Accession number: CIS 83-837 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Loi n° 82-915 du 28 octobre 1982 relative au développement des institutions représentatives du personnel. Journal officiel de la République française. (29 Oct. 1982). p. 3255-3268

Abstract: This Act amends some 100 articles of the French labour code and adds some 20 others. It deals especially with trade union delegates, workers' representatives, works committees and group committees. The works committee should be informed and consulted on general problems concerning hours of work, employment and working conditions, introduction of new technologies; it may commission the safety and health committee to undertake specific investigations. (Language: French)

Translated title: Act No. 82-915 of 28 Oct. 1982 relative to development of representative workers' associations

Accession number: CIS 83-888 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



Loi n° 82-1097 du 23 decembre 1982 relative aux comités d'hygiène, de sécurité et des conditions de travail.
Journal officiel de la republique française. Vol. 114, no. 300 (25, 26 Déc. 1982). p. 3858-3861

Abstract: This law (in force 1 July 1983) modifies the field of application, the composition, the missions and the operation of the safety and health committee; it provides further for the fusion of safety and health committees with commissions for improvement of working conditions, to give single bodies called health, safety and working conditions committees (CHSCT, for (Comite d'hygiene, de securite et des conditions de travail)). Measures necessary for the application of certain provisions of the law (missions, meetings, annual reports, safety programmes and the composition of the CHSCT) will be fixed by decree. (Language: French)

Translated title: Law No. 82-1097 of 23 Dec. 1982 on health, safety and working conditions committees

Accession number: CIS 83-1490 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Lyons, J. Safety : the company, the committee and the committed. Personnel journal. (Feb. 1972). p. 95

*Manga, P.; Broyles, R.; Reschenthaler, G. Occupational health and safety : issues and alternatives. (Technical report series / Economic Council of Canada = Collection des rapports techniques / Conseil economique du Canada ; no. 6). Ottawa : Economic Council of Canada, 1981

Abstract: An overview of health and safety problems highlights the distinction between injuries and disease, and explains the factors behind increasing public concern. The nature and shortcomings of Canadian statistical data lead to the conclusion that the problem is often underestimated. Problems with workmen's compensation programs are discussed. A framework to assessed pressures and counterpressures for government intervention is applied to a historical overview of government actions and policies. Recent changes and contentious issues surrounding jurisdictional issues between the federal and provincial governments are described. Similarities and differences between the approach taken in British Columbia, Saskatchewan, and Ontario are discussed. Recommendations stress a lower emphasis of the standards approach in controlling workplace injuries while retaining this approach for occupational diseases.

Manual for occupational health committees. Regina, Sask. : Saskatchewan Labour, (1982)

*McCalla, D.R. Talk for "right to know conference" : paper presented to the Right to Know - the Right to Refuse Conference, October 16-17, 1979. (mimeograph) Toronto, Ont. : Corpus, 1979

*McDougal, V. The role of unions in occupational safety and health. (mimeograph) Washington, D.C. : North American Conference on Labour Relations, Jan. 1979.

McQuade, J. The use and abuse of a safety committee. Dimensions in health services. Vol. 53, no. 2 (Feb. 1976). p. 14-15, 17

Abstract: The role of health and safety committees is to raise the consciousness of the personnel of all departments to safety at work. However, it happens all too frequently that a committee is transformed into a negotiating agency.

Merchant, C. Safety representatives : a reading list. London : Health and Safety Executive, (1981?)

Mims, A. Two types of safety committees. National safety news (Jan. 1973). p. 81-84

Mitchell, E. The employer's guide to the law on health, safety and welfare at work. London : Business Books, (24 Highbury Crescent, London N5 1RX, United Kingdom), 1975



Abstract: Intended for company directors, management and safety officers, this book provides a digest of the British Health and Safety at Work Act, 1974, covering aspects of employers' duties such as: medical examinations, dangerous and toxic substances, subcontractors, employee's negligence, safety officers and safety committees, codes of practice, employer's liability, liability towards employees of other firms working on employer's premises or worksites, penalties, agricultural employment, personal protective equipment and clothing, court proceedings, employer's liability for supervisor's negligence, guarding of machinery, employee training, contributory negligence, employment of women and young persons, occupational accidents and diseases, compensation and damages. Sections are also devoted to duties of manufacturers, designers, importers and suppliers, and to the powers (and abuse of powers) of factory inspectors. The text of the 1974 Act is appended. 394 p., illus., index.

Accession number: CIS 77-592 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Mitchell, P. What can we learn from Swedish experience? Industrial and commercial training. Vol. 10, no. 12 (1978). p. 510-515

Moodie, R. Combined labour-management safety committee works. Canadian occupational safety. (Mar./Apr. 1978). p. 4-5, 9

Nash, M.I. How do health and safety committees and representatives work? In: Canadian occupational health and safety law handbook. Don Mills, Ont. : CCH Canadian Limited, 1983. Part III. p. 59-85

Nègre, J. Précis de législation du travail, d'hygiène professionnelle, d'instruction civique : initiation à la vie sociale. Nouvelle édition. Paris : Publications Roy, (10 rue Casimir-Delavigne, 75006 Paris, France), 1973

Abstract: Part 2 of this compendium contains chapters devoted to: occupational health, accident prevention - with reference to the role of the National Research and Safety Institute (INRS) in France - and first aid. A full chapter is devoted to the French statutory bodies in the field of occupational safety and health: safety and health committees, Labour Inspectorate, Medical Labour Inspectorate, specialised services of the Social Security Fund. 383 p. (Language: French)

Translated title: Compendium of labour legislation, occupational health, civic training - Preparation for joining the active population

Accession number: CIS 74-2100 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Newton, K. The theory and practice of industrial democracy : a Canadian perspective. (Discussion paper : no. 94). Ottawa : Economic Council of Canada, 1979

Occupational health : organised labor steps up the pressure. Occupational hazards. Vol. 3, no. 5 (May 1974). p. 74-78

Abstract: Report on how major USA trade unions (in particular, the United Auto Workers (UAW), the United Rubber Workers (URW), the Oil, Chemical and Atomic Workers' Union) and the International Chemical Workers' Union (ICWU) have won greater safety and health provisions in nation-wide collective agreements at industry level and are pressing for greater participation in occupational safety and health questions. Through agreements between the URW and several rubber companies in the USA and Canada, management will contribute 1 cent per 2h worked per union member to a health research fund. The International Union for Operating Engineers are pressing for a similar scheme: payment of 0.1 cent per manhour worked to finance a Construction Industry Occupational Safety and Health Research Institute; this would bring in \$3.75 million. Also in the



motor car industry, for instance, the UAW have signed an agreement with Chrysler management to set up a joint labour-management safety and health committee at each plant. Increased participation in safety and health matters obtained by the United Steelworkers and the ICWU are among other aspects reported. Illus.

Accession number: CIS 75-1496 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Occupational Health and Safety Act : joint work site health and safety committees regulations : Alberta Regulations 197/77, 218/77, 306/77, 91/78. In: Occupational health and safety : statute and regulations. Edmonton, Alta. : Occupational Health and Safety Division, Workers Health, Safety and Compensation. (pt. 6)

Occupational safety and health standards. Philippines : Safety Organization of the Philippines, (Room 501, Guido Ver Building, Espana, Philippines), 1978

Abstract: Compendium of standards issued by the Ministry of Labour on 8 Dec. 1978. Definitions, inspection, duties of employers and workers, definition of hazardous workplaces, OSH training, safety committees, record-keeping and notification of occupational accidents and diseases, industrial premises, manholes, railings, overhead walkways, TLVs, lighting, ventilation, personal protective equipment, hazardous substances, gas and electric welding and cutting, underground tanks, confined spaces, explosives, boilers and pressure vessels, unfired pressure vessels (compressors, compressed air tanks, gas cylinders), guarding of machinery, electrical safety, personnel and goods lifts, construction industry, fire prevention, use of chemicals in agriculture, plant medical and dental services, fees for inspections and certificates, inspection authorities and procedures. List of over 400 chemicals with their TLVs in the Philippines. 240 p.

Accession number: CIS 80-1192 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Occupational safety committees. London : Royal Society for the Prevention of Accidents, 1968

Abstract: The system which has proved most successful in promoting the necessary regular discussions on safety between management and men is one of joint safety committees to which employee representatives are elected by ballot and from which they retire at fixed intervals. The establishment of such a committee depends upon the needs and problems of individual firms but the advice given in this booklet on the formation and running of occupational safety committees will enable firms to base their committees on general principles which have been proved to be the most effective for the purpose.

Accession number: CIS 2100-1968

Control number: 00020144 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Oldlertidig forskrifter om arbeidervern og arbeidsmiljø m.v. i forbindelse med undersøkelse etter og utnyttelse av undersjoiske petroleumforekomster. Norsk Lovtidend, Avd. I. No. 21 (July 1977). p. 708-712

Abstract: Contents of the regulations (entry into force: 1 July 1977): scope; definitions; obligations of the undertaking; establishment of an occupational safety and health committee for every installation where more than 20 workers are employed; right of safety officer to order stoppage of dangerous work; minimum age (18 years); pre-employment medical examination; hours of work (limit of 12h a day, 36h a week); vacation and other leave; overtime; breaks; approval of working hours; enforcement of regulations. (Language: Norwegian)

Translated title: Provisional regulations concerning occupational safety and health and the working environment in prospecting for and exploiting offshore petroleum deposits.

Accession number: CIS 78-542 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



Ontario. Ministry of Labour. Occupational Health and Safety Division. A guide for joint health and safety committees and representatives in the workplace. Toronto, Ont. : Ministry of Labour, 1983

Ontario. Ministry of Labour. Research Branch. Background materials on occupational health and safety committees. (Toronto, Ont. : Ministry of Labour, 1978)

Operation of joint committees. In: Collective bargaining and asbestos dangers at the workplace. Toronto, Ont. : Royal Commission on Asbestos, 1981. p. 8, 10-18, 22

Ordenanza general de seguridad e higiene en el trabajo. (Textos legales, Serie S/H), Madrid, Spain : Servicio de Publicaciones, Ministerio de Trabajo, 1974

Abstract: Fourth reprint updating the Order of 9 Mar. 1971 to implement the General Ordinance on occupational safety and health. Consolidation of the legislation on all aspects of occupational safety and health: general provisions (powers of Ministry of Labour, Labour Inspectorate, regional organisation of factory inspection, employers' duties, occupational safety and health committees, workers' rights and obligations, etc.); conditions in workplaces and measures for workers' protection (buildings, floors, passageways, work platforms, scaffolding, machine guarding, lighting, ventilation, temperature, humidity, environmental pollution, noise, vibration, hygiene, cleanliness, electrical hazards, portable electric equipment, power transmission, fire precautions, cranes, conveyors, pressure vessels, explosion hazards, toxic and corrosive substances, ionising radiations, hazardous animal and vegetable substances, personal protective equipment, etc.); enforcement; liability; penalties. Subject index. 104 p. (Language: Spanish)

Translated title: General ordinance on occupational safety and health

Accession number: CIS 76-1495 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Organisation administrative de la prévention : le rôle des institutions et organismes officiels. Revue algérienne de prévention. No. 7 (June 1975). p. 6-9

Abstract: The keystone of the occupational safety and health in Algeria is the National Safety and Health Institute (Institut national d'hygiène et de sécurité) whose task is to promote safety-mindedness, engage in research projects, carry out safety surveys and give advice and assistance to all who work in the field of occupational safety and health. These activities can be divided into 3 main sectors: technical and scientific research and studies; teaching, training, advanced training; reorientation, retraining for adaptation to new techniques, and advanced training of labour inspectors, safety officers and others. The Social Security Funds, the Trade Organisation for Building Construction and Civil Engineering Undertakings (Organisme professionnel des entreprises du bâtiment et des travaux publics: OPREBATP) and the joint occupational medical services are also active in this field. The principal in-plant safety and health services are the safety and health committees and the plant medical services. (Language: French)

Translated title: Administrative organisation of occupational safety and health : role of official institutions and bodies

Accession number: CIS 76-2056 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Pahlke, R. Occupational health policy in Canada. In: Ecology versus politics in Canada / edited by W. Leiss. Toronto, Ont. : University of Toronto Press, 1979. p. 97-129

Parmeggiani, L.; Vigone, M. International seminar on occupational safety policies. Italy : Istituto Trasporti ed Organizzazione Industriale, Politecnico di Torino, 1977

Abstract: Record of proceedings and papers presented at the seminar (Turin, Italy, 24-26 Nov. 1976)



under 5 broad themes: experience gained in occupational safety organisation (OS) at plant level (organising a works safety committee, OS experience in Soviet industry, experience at plant level, the C.E.C. General Commission for safety and workplace improvement in the iron and steel industry, international experience); employers' and workers' obligations to improve safety at work; role of official services, functions of the safety engineer and safety committee (Resolution of the Council of Europe Committee of Ministers on safety services in firms, role of state supervisory bodies, technical service and plant safety committees, accident statistics as a factor in prevention); occupational safety and health (OSH) training and information (television films, OSH education in Polish secondary schools, training and information experience in the USA); round table on occupational safety policies. 281 p., (free copies available from the Occupational Safety and Health Branch, International Labour Office, 1211 Genève 22, Switzerland). (Language: English, French, German, Italian)

Accession number: CIS 80-598 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Paullada Preciat, F. Utilidad de las comisiones mixtas de seguridad e higiene en el proceso productivo. *Revista Mexicana del Trabajo*. Vol. 5, no. 8a (Apr.-June 1982). p. 145-148

Abstract: Definition of the mixed committees in the framework of safety and health administration in Mexico. Functions and responsibilities of the committees include investigation of occupational hazards, collaboration with specialists responsible for technical assessment of these hazards. Introduction of methods for monitoring and preventing existing hazards, information of workers with respect to these hazards, documentation of all these activities by means of reports, reviews and statistics. (Language: Spanish)

Translated title: Usefulness of mixed safety and health committees in the production system

Accession number: CIS 84-269 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Penneau, D.; Lorient, J.; Cousteau, J.P.; (et al.) L'amélioration des conditions de travail: comité d'hygiène et de sécurité et commission pour l'amélioration des conditions de travail: concurrence ou collaboration? place et rôle du médecin du travail. *Archives des maladies professionnelles de médecine du travail et de sécurité sociale*. Vol. 41, no. 6-7 (1980). p. 335-337

Translated title: The improvement of working conditions: hygiene and safety committees for the improvement of working conditions: competition or collaboration? place and role of the occupational physician. (Language: French)

Pluyette, J. Hygiène et sécurité, conditions de travail, lois et textes réglementaires. 14e édition, refondue et mise à jour par J.M. Cavé. Paris: Editions Technique et documentation, (11 rue Lavoisier, 75008 Paris, France), 1977

Abstract: This 14th edition incorporates the Act of 6 Dec. 1977 to promote occupational accident prevention. Summary of penalties for non-observance and violations of the law. The body of the work is divided into several parts, the first containing basic texts (extracts from the Labour Code, the Social Security Code, and various statutory instruments (some not incorporated in the Labour Code) concerning labour inspection, conditions of work (Act of 27 Dec. 1973), occupational safety and health committees (Decree of 1 Apr. 1974), occupational medical services, hygiene, safety and fire precautions, employment of women and children); the second and third respectively containing regulations (decrees, orders, circulars, etc.) on accident prevention and on the prevention of occupational diseases, and the fourth containing provisions on measures not regulated by the Ministry of Labour and Employment or by the Ministry of Public Health and Social Security (transport of dangerous substances; pressure vessels; noise; liquid hydrocarbons; high-rise buildings; artificial radioactive isotopes). A chronological table, a subject index and an alphabetical index are appended. 1803 p., price: FF.150. (Language: French)



Translated title: Health and safety : conditions of work : laws and regulations.

Accession number: CIS 77-1791 (Available from CCOHS - only title and contents pages on microfiche)

Pocar, A. Problemi di sicurezza sul lavoro. Milano, Italy : Enciclopedia del quadro intermedio, (13, Etas Libri, 30 Via Nino Bixio, 20129 Milano, Italy), 1977

Abstract: This book is part of a series addressed to middle management. Contents: introduction (reasons for increasing occupational safety, safety strategy, programme of action); understanding the problem (identifying critical situations, analysis of safe work and accident causes); safety standards and procedures (statutory standards, safety signs, safety in specific activities, codes of practice); technical prevention (personal protective equipment; guarding, installation and use of machinery and equipment in conformity with the regulations, safety propaganda, premiums, fire safety, health protection); human factors (human behaviour, perceptive process, individual behaviour in hazardous situations, safety training, safety committees); control of results (statistics, determination of accident black spots, reports and inspection, controls). 98 p., 8 references, price : Lire 3,000. (Language: Italian)

Translated title: Problems of occupational safety

Accession number: CIS 78-1171 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Ponak, A.M.; Fraser, C.R.P. Union activists' support for joint programs. Industrial relations. Vol. 18, no. 2 (Spring 1979). p. 197-209

*Poole, M. Industrial democracy and managers : an explanatory and critical perspective. Journal of industrial relations. Vol. 22, no. 1 (Mar. 1980). p. 54-72

Pope, W.C. Establishing an effective safety committee. (Safety systems management : principles of organization and management of risk control. Lesson module ; SSM 5-A-3). Alexandria, Va. : Safety Management Informations Systems, c1980

Powell-Smith, V. Safety representatives and safety committees. Protection. (Oct. 1976). p. 20

*Preston, L.E.; Post, J.E. The third managerial revolution. Academy of management journal. Vol. 17, no. 3 (Sept. 1974). p. 476-486

Pritchard, K. Profitable relationship. Accident prevention. Vol. 29, no. 8 (Aug. 1982). p. 3-5

Abstract: Canadian interest in the concept "Quality Circles" has been growing steadily over the past few years. Born in Japan, Quality Circles give each employee the opportunity to become more involved in ensuring the success of the company and offers them the chance to determine and solve their own job-related problems. The author, Chief Executive Officer, Renfrew Electric Co. Limited, Scarborough, discusses this concept and its relation to the role of joint safety and health committees.

Propositions pour une formation des membres du CHSCT. Travail et sécurité. No. 4 (Apr. 1983). p. 221-223

Abstract: The conclusions of a study supported by the French National Health Insurance Fund and conducted by a group of safety committee trainers are presented. The first part sets out the missions of the CHSCT and relevant pedagogical principles (adult education and difficulties encountered by committee members in their roles). The second part offers proposals relating to the objectives and sources of action in the training of CHSCT members. (Language: French)

Translated title: Proposals for the training of CHSCT (health, safety and working conditions committees) members



Accession number: CIS 83-1170 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 3.)

*Rabinovitch, V. Crisis in the work place. Perception. (Mar./Apr. 1979). p. 21-23

Recent initiatives in labor management cooperation. Washington, D.C. : National Center for Productivity and Quality of Working Life, 1978

Rehhahn, H. Zur Mitwirkung und Mitbestimmung des Betriebsrates bei der Arbeitssicherheit. Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Prophylaxe. Vol. 25, no. 1 (Jan. 1975). p. 1-14 (Language: German) (Summary Language: English)

Translated title: Cooperation and participation in decision making of the factory council in industrial safety.

*Reinhart, V. A model union program. Job safety and health. Vol. 4, no. 9 (Mar./Apr. 1979). p. 14-19

Abstract: Because the Occupational Safety and Health Administration (OSHA) training curriculum was not entirely satisfactory for its needs, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada developed their own programs. A union training program replaces the OSHA course, making it more appropriate to the members. A department of safety and health was established in 1976. Its responsibilities include information dissemination, accident reporting and investigation, education, and a project to study causes of death of union members.

Control number: 00056098 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Reschenthaler, G.B. Occupational health and safety in Canada : the economics and three case studies. Montreal, Que. : Institute for Research on Public Policy, 1979

Rezeau, M.; Baque, F. Participation des travailleurs à la sécurité dans les entreprises en France et en Grande-Bretagne: comités d'hygiène et de sécurité français, comités mixtes britanniques. Revue française des affaires sociales. Vol. 29, no. 4 (Oct./Dec. 1975). p. 29-48

Abstract: Article on the participation of workers in occupational safety and occupational health committees in France and the UK - comments on relevant labour legislation, etc. Statistical tables. (Language: French)

*Riley, J.D. Safety committees - safety reps : who does what? Occupational health. Vol. 30, no. 2. (Feb. 1978). p. 67-71

Robens, Lord. Safety and health at work : report of the Committee 1970-72. London : H.M. Stationery Office, reprinted 1979

Abstract: Volume one contains the report by a Committee of Inquiry appointed in 1970 by the British Government to review legislation on safety and health, determine whether changes are required in major legislation or the nature and extent of voluntary safety and health work, and to consider whether further steps are required to protect the public from hazards of industrial origin. The report recommends the unification within a single comprehensive legislative framework of all the main statutes bearing on safety and health at work and certain aspects of the protection of the public; and the establishment under the policy direction of the Secretary of State for Employment of a National Authority on Safety and Health at Work to replace the present range of separate administrative arrangements. The main central inspectorates enforcing the present legislation would be brought together within the Authority and protection would be extended to almost all people at work. Volume



two reproduces selected written evidence submitted to the Committee. 2 vols., (936 pages), 69 references.

Accession number: CIS 300-1973

Control number: 00038679 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Role of health and safety committees. (Toronto, Ont.) : Industrial Accident Prevention Association, (1982?)

Abstract: Forms Module 1 of Joint Committees Learning Together Program, sponsored by the IAPA
Contents: V.1. Leaders guide. - v.2. Workbook (Each vol. contains Session 1: Competition vs co-operation. - Session 2: The need for joint health and safety committees. - Session 3: Committees and the law. - Session 4: Organizing and conducting meetings. - Session 5: Communicating and making recommendations)

Roustang, G. Worker participation in occupational safety and health matters in France. *International Labour Review* = *Revue internationale du Travail*. Vol. 122, no.2 (Mar.-Apr. 1983). p. 169-182

Abstract: An evaluation is undertaken based on analysis of development of the legislation, the official positions of the employers' and workers' associations and studies in industry. While there is agreement in principle, there are serious differences between employers and workers with regard to implementation. Conditions which would favour development of industrial relations with a view to encouraging worker participation in OSH are presented. (Language: English, French)

Accession number: CIS 83-845 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Rudloff, M.; Schladebach, H. *Untersuchung von Arbeitsunfällen*. Berlin : Verlag Tribune, (Am Treptower Park 28-30, DDR-1193 Berlin), 1978

Abstract: The term "occupational accident" and the legal requirements covering accident investigations are defined. Details are given of the measures to be taken after an accident: notification, investigation of the site of the accident, interrogation of persons, determination of the course and causes of accident, investigation of violations, prevention of similar accidents. Cooperation between the head of the undertaking and the occupational safety and health plant committee and plant officials responsible for accident prevention, and the duties of these in accident investigation are dealt with. 64 p., price : M.1.60. (Language: German)

Translated title: Occupational accident investigation

Accession number: CIS 79-1161 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Saad, E.G. *Manual de prevencao de acidentes para agentes de mestria*. 2nd edition. Sao Paulo : Fundacentro, Al Bqqrao de Limeira, (539, CEP 01202 Caixa Postal 30291, Sao Paulo, Brazil), 1979

Abstract: This practical, profusely illustrated manual covers the following main points: role of supervisors in OSH (responsibilities; definition of occupational accidents; pinpointing their causes); practical OSH (work clothes, housekeeping, safety colours, lifting of weights, hand tools, machinery guarding, prevention of falls, electrical hazards, fire prevention, personal protective equipment, workplace hazards (chemical, physical and biological hazards; protective measures); safety committees in Brazil; plant safety programmes and safety campaigns; inspection; hazard analysis; accident notification and investigations; first aid; Brazilian OSH legislation; psychological aspects of OSH. 269 p., illus., 59 references. (Language: Portuguese)

Translated title: Occupational safety and health manual for supervisors

Accession number: CIS 80-1154 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 3.)

Safety and health manual. (Bulletin trimestriel F.G.T.B.). (Special number), 1971



Abstract: This pocket-size brochure, published by the General Federation of Labor in Belgium, is intended to familiarize workers with occupational safety and health committees which are now compulsory in Belgium for every firm employing at least 50 workers. The first part describes the composition, functions and information activities of such committees & their relations with safety services. Part 2 contains information on workers' representation on committees. Part 3 explains the role and functions of in-plant medical services, which have been compulsory for firms since 1968, their relations with occupational safety and health committees, medical supervision of workers, etc. Appendices are devoted to relevant statutory regulations, collective agreements on workers' participation on committees, a joint statement by employers and trade unions on occupational accidents and diseases, medical examinations, and various forms, etc. (Language: French)

Accession number: CIS 628-1972

Control number: 00013528 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Safety committees. (Data Sheet 631). Chicago : National Safety Council, 1973

Abstract: Information is given on the organization and activities of safety committees, including periodic inspections, reporting of hazards, accident investigations and personal protective equipment. An organizational chart illustrates the interrelationship between the plant central committee, departmental safety committees and workmen's committees. The duties of the chairman, secretary and members of a typical safety committee are outlined diagrammatically.

Accession number: CIS 74-0259

Control number: 00035436 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Safety committees : a guide to setting up and running a useful workplace safety committee. In: Accident Compensation Commission (ACC) Report, July 1978. p. 14-15

Safety committees services impact on costs. Business insurance. Vol. 9, no. 21 (Oct. 20, 1975). p. 30

Safety delegates and working environment committees : regulations relating to the Working Environment Act. (Norway) : Directorate of Labour Inspection, (1977)

Safety representatives and safety committees regulations, 1977. No. 500. London : Statutory Instruments, H.M. Stationery Office, (PO Box 569, London SE1 9NH, United Kingdom), 1977

Abstract: These regulations dated 16 Mar. 1977 come into force on 1 Oct. 1978. Contents: appointment of safety representatives by recognised trade unions from amongst plant employees; functions of safety representatives; workplace inspections; inspections following notifiable accidents, occurrences and diseases; inspection of documents; employer's duty to provide information to safety representatives; cases where the employer has the right to withhold information; cases where safety representatives need not be employees; establishment of safety committees (mandatory if 2 safety representatives request the employer to do so); power of Health and Safety Commission to grant exemptions; appeals by safety representatives to industrial tribunals; pay for time off allowed to safety representatives, etc. 8 p., price: £0.25.

Accession number: CIS 77-1193 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Santé et sécurité du travail : politique québécoise de la santé et de la sécurité des travailleurs. Montreal : Communication-Quebec, (3 place Desjardins, Montreal, Quebec), 1978

Abstract: Part I of this White Book issued by the Government of Quebec gives detailed information on the present situation in Quebec as regards occupational safety and health (OSH): commented occupational accident and disease statistics (1973-1977); outline of the legal and administrative situation (brief analysis and scope of 7 Acts and 20 regulations directly concerned with workers' health



and safety); inspection and enforcement services (powers and activities of factory inspectorate, facilities, services and activities of employers' and workers' associations and of plant safety committees and plant medical services); compensation and rehabilitation; the cost of OSH. Part 2 consists of a broad review of the proposed reforms, based on the principle of active participation by the partners in industry, covering the following aspects: workers' and employers' participation (mutual rights and obligations, joint OSH committees and other bodies and mechanisms for implementing joint participation); organisation and identification of services which the Government intends to provide for employers and workers; planned legislation; budgetary provisions. 289 p., gratis. (Language: French)

Translated title: Occupational safety and health - Quebec policy regarding workers' safety and health
Accession number: CIS 79-1191 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Santé et sécurité au travail : Québec mise sur la prévention et la participation. Canadian medical association journal. Vol. 120, no. 2 (Jan. 20, 1979). p. 214-8 (Language: French)
Translated title: Health and safety at work: Quebec is for prevention and participation.

*Saskatchewan. Department of Labour. Workplace monitoring. (mimeograph) Regina : Occupational Health and Safety Branch, Department of Labour, 1980

Sass, R. Joint participation in the control of health and safety hazards in the workplace : the Saskatchewan experience : paper presented to the 12th Annual Conference of the Canada Safety Council, Regina. (mimeograph) (Sept. 17, 1980)

*Sass, R. Occupational health and safety : contradictions and the conventional wisdom. Labour gazette. Vol. 77, no. 4 (Apr. 1977). p. 157-161

*Sass, R. Remarks made at the fifth annual Health and Safety Conference of the Alberta Federation of Labour. (mimeograph) (Mar. 1977)

*Sass, R. The underdevelopment of occupational health and safety in Canada. In: Ecology versus politics in Canada / edited by W. Leiss. Toronto : University of Toronto Press, 1979. p. 72-96

*Sass, R.; Whalley, D. History of occupational health and safety. (mimeograph) Regina : Occupational Health and Safety Branch, Department of Labour, 1979.

*Sauter, S.L.; Coleman, P.J.; Gottieb, M.S. Identification of industrial hazards by workers : research project supported by the U.S. Bureau of Labor Statistics, Department of Labor (Grant Number 05-55-40-02-76). (mimeograph) 1976

*Scobel, D.N. New directions for labour-management cooperation. Management review. Vol. 66, no. 2 (1977). p. 12-20

*Scott, C.R. Industrial relations in Canada : new horizons for the labour department. Labour and society. Vol. 3, no. 1 (Jan. 1978). p. 80-90

Seillan, H. Fonctionnement du comité d'hygiène et de sécurité. Droit social. Pt. 2 (1981). p. 164-174
Abstract: Article commenting on labour legislation relating to the functioning of safety committees - reviews the evolution of the legislation between 1947-1979, and covers committee membership, consultative powers, obligatory duties, trade union attitudes, etc. References. (Language: French)



Self-regulation : an idea whose time has come? Occupational hazards. Vol. 43, no. 7 (July 1981). p. 57-61

Abstract: Self-regulation is being advocated more and more, based on success stories such as Bechtel Corp.'s San Onofre, California nuclear power plant construction site program. Bechtel uses a management-labor safety committee with a new dimension. Bechtel's success is predicated on a trust between labor and management, and without it such programs cannot succeed. A good safety program is put in writing, made known to employees, and backed up by a professional staff, according to Bechtel's Bob Atkinson. Critics, however, suggest that Bechtel is large and sophisticated with a good safety record previously. In that environment, it can be expected that a labor-management committee will work. Such an environment is not the standard for all worksites in construction or manufacturing. Occupational Safety and Health Administration (OSHA) chief Thorne Auchter is apparently leaning toward the Bechtel type of experience. Auchter indicates that problems are best solved by workers in the field. 5 Pages.

Semenov, A. Workers' participation in occupational safety and health matters in the USSR. International labour review. Vol. 122, no. 3 (May-June 1983). p. 355-366

Sentek, K. Ein Sicherheitskonzept unter neuen Aspekten. Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Prophylaxe. Vol. 29, no. 10 (Oct. 1979). p. 249-256

Abstract: The unsatisfactory results of efforts to improve occupational safety at an undertaking led to the development of a new safety strategy. Its main features are: complete support from management, responsibility of safety committees, setting of concrete safety targets, training of safety personnel, discussions designed to develop safety awareness, special safety drives and propaganda campaigns, information on the accident situation, visualisation of positive results obtained, safety competitions. These measures increased the level of safety in the undertaking. Illus. (Language: German)

Translated title: New perspectives in safety planning

Accession number: CIS 80-1158 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Sentes, R. Balancing the Act. Occupational health and safety Canada. Vol. 1, No. 1 (July/August, 1985). p. 15-18, 65

Abstract: The debut of Canada's occupational health and safety legislation in the early 70s elicited great expectations about the role of health and safety committees and the internal joint responsibility system. Now, more than ten years later, labour, management and government do not agree on how successful the system has been.

Smernice Ustřední rady odboru o postavení a úkolech orgánů ROH v péči o bezpečnost a ochranu zdraví při práci, schválené usnesením VI. plenární schůze ÚRO ze dne 11. října 1973. Sbirka zákonů (Praha, Československá). No. 32 (Oct. 12, 1973). p. 433-441

Abstract: These directives, which entered into force on 1 Jan. 1974, prescribe the general duties of the various trade union bodies in the field of occupational safety and health, and the special duties of the trade-union factory committees, the safety and health committees and the safety and health inspectors at every level. (Language: Czech)

Translated title: Directives of the Central Council of Trade Unions concerning the powers and duties of trade union bodies in the field of occupational safety and health, adopted at the 6th plenary sitting on 11 Oct. 1973

Accession number: CIS 74-2090 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

*Smith, K.U. Behavioural cybernetic systems concepts and practices in safety, health and risk management workmen's compensation : paper prepared for the Conference on Defining and Developing a Model



Workers' Compensation Statistics Program, Department of Industry, Labour and Human Relations, State of Wisconsin, U.S.A. (mimeograph) (Dec. 17-18, 1974)

*Smith, K.U. The design and implementation of a model hazard management program. (mimeograph) (July 1980)

*Smythe, J. The role of education and research in the Saskatchewan occupational health and safety program : paper prepared for the Statistics and Research Committee, Canadian Association of Administrators of Labour Legislation, Ottawa. (mimeograph) (May 3-5, 1976)

Starting a labor-management committee in your organization : some pointers for action. Washington : National Center for Productivity and Quality of Working Life : for sale by the Supt. of Docs., U.S. Govt. Print. Off., 1978.

Statut des représentants du personnel au comité d'hygiène et de sécurité. Officiel des comités d'entreprise et services sociaux. Vol. 18, no. 171 (Feb. 1975). p. 21-22

Abstract: This critical analysis of some pertinent provisions of the French Labour Code (Art. R. 231 - Ss. 5 to 11) brings to light some loopholes in the regulations as regards the following points: conditions and procedure to be observed in appointing members of plant safety and health committees (SHC), substitute members, procedure where there are no staff candidates. The law is, however, less ambiguous when it comes to the staff representatives' right to intervene in case of danger, and remuneration for time spent attending SHC meetings. The Improvement of Conditions of Work Act of 27 Dec. 1973 affords protection against dismissal for SHC members in undertakings employing more than 300 wage earners. (Language: French)

Translated title: Status of staff representatives on safety and health committees

Accession number: CIS 75-895 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Stellman, J.M.; Stellman, S.D.; Berek, J.; Ezratty, A. Role of the union health and safety committee in evaluating the health hazards of hospital workers : a case study. Preventive medicine. Vol. 7, No. 3 (Sept. 1978). p. 332-337

Abstract: Job related health risks among hospital laboratory employees can be reduced. A New York City survey by the Health and Safety Committee of the National Union of Hospital and Health Care Employees, District 1199, disclosed an unusual number of hepatitis cases among hospital laboratory workers. The following hazards emerged from the canvass: careless handling of specimens from infected patients; pipetting infected samples by mouth; reusing unsterilized pipettes; insufficient washing of laboratory floors, overflowing waste containers; contaminating lab sinks and fixtures while disposing specimens; and wearing of uniforms during employees' coffee breaks or lunch. Hepatitis was found more often among employees who wore their work uniforms to the cafeteria. Preventive measures for all laboratory workers after inservice education programs are outlined, including: 1) automatic pipetting of all biological specimens; 2) sterilization of all reusable glassware; 3) frequent cleaning of laboratory floors; 4) plastic liners and covers for all waste containers; 5) foot pedals for laboratory sinks; and 6) employee participation in uniform selection. It is concluded that the preventive approach of the Health and Safety Committee requires informed employees and a mechanism for applying safety practices, and that the union can serve as this mechanism. 7 references. **Control number:** 00084976 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 3.)

Strazewski, Len. Can unions, managers work together? Business insurance. Vol. 16, no. 28 (July 12, 1982). p. 19

Abstract: The Occupational Safety and Health Administration (OSHA) offers a voluntary



labor/management safety program to employers. The basis for promoting the joint committees in the program is that line workers are more knowledgeable about safety than an OSHA inspector. Through the joint committees, this expertise can be utilized. Currently, 3 safety-group options which exempt companies from the regular OSHA inspections are offered. The first program, entitled STAR, is engineered for firms with excellent safety records. For companies striving to improve their safety and health records, the TRY program is offered. The PRIME program is designed for firms with good safety records that are lacking a joint labor/management committee structure. E.I. du Pont de Nemours & Co. (Wilmington, Delaware) is an excellent example of a PRIME company.

Study examines training needs of joint health and safety committees. Accident prevention. (Nov. 1981). p. 1-2

*Stuttard, G. Health and safety and industrial democracy. Employee relations. Vol. 1, no. 3 (1979). p. 23-25

*Sullivan, P.J. The value of committees. Occupational safety and health. Vol. 13 (1977). p. 24-26

*Swaak, R.A. Industrial democracy : an update. Personnel administrator. Vol. 23, no. 4 (Apr. 1978). p. 34-45

Sweeney, K.M. Building an effective labor-management safety and health committee : a practitioner's manual. Washington : American Center for the Quality of Work Life, (1411 K Street, Suite 930, Washington DC 20005, USA), 1984

Abstract: This manual describes the political and practical tasks facing the person organising a joint labour-management safety and health committee in the USA. Points stressed: the gathering of information; obtaining the active cooperation of both the workers and management; choosing committee members; conducting OSH assessment programmes; defining objectives; conducting effective meetings; complying with OSHA standards and regulations. 86 p., illus., price: US \$19.95

Accession number: CIS 85-866 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Szekely, J.; De Keyser, V. Sécurité dans deux usines de textile: analyse des facteurs d'accidents du travail. Montrouge, France : Agence Nationale pour l'Amélioration des Conditions de Travail, 1980

Abstract: Research report comprising two case studies of occupational safety in the textile industry in France - examines occupational accidents and risk factors, and describes the organization of accident prevention, the role of safety committees and trade unions, implications for industrial production, etc. Diagrams, graphs and references. 173 p. (Language: French)

Textes relatifs aux comités d'hygiène et de sécurité. (INRS no. 368). France : Institut national de recherche et de sécurité, (30 rue Olivier-Noyer, 75680 Paris Cedex 14, France), 1974

Abstract: This provisional edition is a collection of the French laws and regulations enacted as of 15 Oct. 1974 concerning the health and safety committees (HSC) (Part 1: basic legislation; Part 2: orders and administrative circulars). The various statutory instruments respecting health and safety committees were incorporated in the French Labour Code by Act of 2 Jan. 1972. These provisions of the Code were subsequently amended by decree of 1 Apr. 1974. A classification of material causes of accidents (followed by an alphabetical table) is appended. 80 p. (Language: French)

Translated title: Statutory instruments concerning health and safety committees.

Accession number: CIS 75-1192

Control number: 00048989 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

*Thimm, A.L. The false promise of employee co-determination. Business and society review. No. 32 (Winter 1979-1980). p. 36-41



*Thompson, M.J.; Moore, L.F. Managerial attitudes towards industrial relations : a U.S. - Canadian comparison. *Industrial relations*. Vol. 30, no. 3 (1975). p. 331-342

Thompson, M.J.; Moore, L.F. Managerial attitudes toward industrial relations : public and private sectors. *Industrial relations*. Vol. 31, no. 3 (1977). p. 360-367

United States. Occupational Safety and Health Administration. Organizing a safety committee. (Washington, D.C. : Occupational Safety and Health Administration, 1975)

Vallet, J.C. L'entreprise devant la loi du 6 decembre 1976. *Cahiers des comités de prévention du bâtiment et des travaux publics*. No. 5 (Sept./Oct. 1977). p. 227-234

Abstract: Brief analysis of the French Act to promote occupational accident prevention: a) provisions concerning all professions (employers' obligation to organise safety training, new powers of the labour inspectorate); b) provisions relating to construction operations (obligation to set up distribution ways and networks, health and safety plans, consultations between undertakings, permanent arrangements to improve the safety of maintenance personnel, select health and safety committees. Illus., 2 references. (Language: French)

Translated title: The undertaking in face of the Act of 6 December 1976

Accession number: CIS 78-1132 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Van der Zwan, S. Occupational health and safety committees in Ontario public hospitals : a study of occupational health and safety committee functioning and hospital wide occupational health and safety awareness. (Dissertation submitted in conformity with the requirements for the degree of Master of Business Administration, Health Services at the Canadian School of Management and Northland Open University, 1982). (Toronto, Ont. : Canadian School of Management/Northland Open University, 1982).

Verespej, M.A. Safety by committee : eyewash or initiative? *Industry week*. (Feb. 8, 1982). p. 22, 26

Verneombud og arbeidsmiljøutvalg. (Bestillingsnummer 321). Oslo : Forskrifter til arbeidsmiljøloven, Directorate of Labour Inspection (Direktoratet for arbeidstilsynet), (Postboks 8103, Dep., Oslo 1, Norway), 1977

Abstract: These directives (entry into force 1 July 1977) were issued under Chapter VII of the Occupational Safety and Health Act of 4 Feb. 1977: election or nomination of the workers' safety representative (safety delegate); delegate's term of office (2 years); powers and duties; nomination of a chief safety delegate; election of working environment committee; rules where there are 2 or more such committees in the same plant; committee's term of office (2 years), terms of reference and working procedure; duty of professional secrecy; briefing of safety delegate and safety committee members; liaison with other in-plant departments and bodies. An official English translation of these directives is available free of charge from the above address (Bestillingsnummer 332). 11 p., gratis. (Language: Norwegian, English)

Translated title: Safety delegates and working environment committees

Accession number: CIS 78-247 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Verneombud og arbeidsmiljøutvalg. Oslo : Forskrifter til arbeidsmiljøloven, Directorate of Labour Inspection (Direktoratet for arbeidstilsynet), (Postboks 8103 Dep., 0032 Oslo 1, Norway), Mar. 1984

Abstract: Update of Norwegian regulations concerning safety officers and OSH committees, applying the appropriate legislation (CIS 78-296): election of safety officers; their term of office; their duties; the chief safety officer; election of the committee; case of several committees in one enterprise;



the term of office and duties of the committee; procedure; professional secrecy; training of safety officers and committee members; other forms of collaboration between labour and management; special groups. 11 p. (Language: Norwegian)

Translated title: The safety officer and the working environment committee

Accession number: CIS 85-554 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Versen, P. Employer-worker co-operation in the prevention of employment injuries. *International labour review*. Vol. 118, no. 1 (Jan./Feb. 1979). p. 75-88

Abstract: This article considers ways and means of cooperation between employers and workers to meet the increased hazards of harmful industrial substances, at the levels of the plant and sector of industry and at the national and international level (especially in the ILO, where employers and workers have equal rights). Information on employer-worker participation in occupational safety and health (OSH) questions in some EEC countries, and on ways and means of employer-worker cooperation on OSH questions as practised in Germany (Fed. Rep.), considered to be a model in this field: at the level of the undertaking, this cooperation is based on the Works Constitution Act of 15 Jan. 1972 (Workers' right of co-determination, works agreement on OSH questions, workers' right to information) and the Act of 12 Dec. 1973 concerning plant physicians, safety engineers, OSH specialists etc. (works OSH committees). Information on employer-worker cooperation in the Industrial Mutual Accident Insurance Associations (Berufsgenossenschaften) for the various occupational sectors, in the technical committees set up under the Social Code and the Federal Insurance Code, and, at the national level, in the Hazardous Industrial Substances Committee. (Language: English, French)

Accession number: CIS 79-890 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 3.)

*Viaene, J. Organisation of prevention within the enterprise : subtheme Ia of the Ninth World Congress on the Prevention of Occupational Accidents and Diseases. (mimeograph) Amsterdam, Holland, (May 6-9, 1980)

*Walton, R.E.; McKersie, R.B. A behavioural theory of labour negotiations. Toronto, Ont. : McGraw Hill, 1965

What every representative should know about health and safety. Detroit : Social Security Dept., United Auto Workers, 1979

Wilkinson, R. A check-list for a safety committee. *Protection*. Vol. 17, no. 5 (May 1980). p. 22-23

Wilkinson, R. Keep that committee moving. *Safety management*. Vol. 6, no. 5 (May 1980). p. 17

Williams, K.P.; Greaves, A. Is there a real future for safety committees?. London : International Fire Security & Safety Exhibitions & Conferences, (1984)

*Winkler, W.K. Collective bargaining and contract language : trends and developments : paper presented to The Right to Know - The Right to Refuse Conference, (Oct. 16-17, 1979). (mimeograph)

*Witt, M.; Early, S. The worker as safety inspector : workplace enforcement committees in Sweden and Saskatchewan provide more health and safety with less red tape. *Working papers for a new society*. Vol. VII, no. 5 (Sept./Oct. 1980). p. 21-29



Wood, M. The safety committee and collective bargaining : new concepts. (pamphlet) (Washington, D.C.) : AFL-CIO, 1979

Work safety committees in practice : some case studies : interim report of the Industrial Safety Advisory Council's Sub-Committee for Joint Consultation on Safety. London : Ministry of Labour, (distributed by HMSO), 1968

Abstract: The information contained in this booklet was obtained from a study of joint safety committees and joint consultative committees having safety as one of their objectives which was carried out by Her Majesty's Factory Inspectorate. The 20 studies outlined were chosen from 260 conducted as being the most likely to give assistance to other firms in setting up or improving committees. Scope includes the objectives, effectiveness, organization, composition, procedure, and function of safety committees.

Accession number: CIS 2199-1968

Control number: 00020213 (Available from CCOHS - please quote this and the above accession numbers when ordering and refer to previous note on page 5.)

Worker participation sparks safety education efforts. Occupational hazards. Vol. 43, no. 11 (Nov 1981). p. 57-59

Abstract: During the early 1970s, Texas Utilities Co. underwent a top-to-bottom expansion. This included the establishment of service groups, one of which was responsible for devising a safety program for the burgeoning work force. Because most of the employees were inexperienced, there was no long-term tradition of safety. The resulting safety program, however, is steeped in traditional values and is enhanced by an educational program which has raised employee safety awareness both on and off the job. Safety representatives, in cooperation with line supervisors, conduct regular safety meetings on a variety of topics in order to get every employee involved. Safety goals and objectives are set by employees and front-line management. At the Exxon refinery in Baton Rouge, Louisiana, the safety program is employee-centered, and that, combined with a high level of commitment from top management, is what makes the program work. Peer communication and positive peer pressure helps continue the progress in reducing accidents. In addition, safety seminars serve as a vital educational tool in Exxon's overall safety program. 3 pages.

Working environment agreement : agreement regarding general rules for working environment activities in industry and recommendations for the cooperation of the parties to the agreement in joint company health centres . Stockholm : Arbetarskyddsnämnden, 1977

Wrigglesworth, F.; Earl, B. A guide to the health and safety at work Act. London : Industrial Society, (P.O. Box 1BQ, Robert Hyde House, 48 Bryanston Square, London W1H 1BQ, United Kingdom), 1975

Abstract: This guide is addressed to managers, supervisors and workers' representatives. A brief description of the content of each section on each left-hand page is matched, on the right, by the appropriate explanations. Appendices: action by management (checklist of proposals for adapting policies and practices in conformity with the Act); example of a safety policy; subjects which should be under constant review by a safety committee. 32 p., price : £0.75.

Accession number: CIS 76-1797 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)

Wuorinen, V. Check-list and guidelines for joint occupational health and safety committees : organizational factors. (CCOHS number ; P84-1E). Hamilton, Ont. : CCOHS, 1984

Abstract: The title suggests a dual purpose for the document, its use depending upon the maturity and experience of the committee. For committees of long standing, it might be used as an audit guide to examine the existing structure and function. For example, each committee member could answer the questions without reference to the comments, followed by full committee discussion of the



members' answers and the comments noted here. For newly formed or about-to-be formed committees, the questions and comments highlight areas which should be considered during preliminary discussions. In any case, it should be noted that the document is not intended to be used to answer individual questions in isolation, but each section should be read in its entirety to reach a more balanced overview of possible problems and their solutions.

Wuorinen, V. Liste de controle et lignes directrices pour les comités mixtes d'hygiène et de sécurité au travail : les questions d'organisation. (Numéro du CCHST ; P84-1F). Hamilton, Ont. : CCHST, 1984

You and the safety committee. Chicago : National Safety Council, 1976

*Youngblood, K. Safety delegates and the working environment act. Current Sweden. No. 204 (Nov. 1978). p. 4

Zeggenschap van werknemers inzake gezondheid en veiligheid in bedrijven : de rechtsontwikkeling in de lid-staten van de Europese Gemeenschap. Kluwer, Deventer, Netherlands : (s.n.), 1982

Abstract: Comparative study of the legislation in member states of the European Community: introduction, historical review of worker participation in health and safety decision making; development of the right of participation in decision making in member states (current legislation and its significance in the light of the literature); comparative development of the legislation and recommendations (workers' rights: information, supervision, consultation, approval or disapproval, stoppage of work; institutional aspects); development of the legislation within the framework of the European Community (arguments in favour of Community regulations, development of international labour standards, nature and effects of the proposed regulations). 320 p., 220 references. (Language: Dutch)

Translated title: Worker participation in decision making on health and safety matters in the plant : legislative developments in the member states of the European Community

Accession number: CIS 82-1191 (Available from CCOHS - please quote this number when ordering and refer to previous note on page 5.)



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9 management/ti,de
10 4 or 5 or 6 or 7 or 8 or 9
11 committee? /ti,de
12 representat?/ti,de
13 participation/ti,de
14 11 or 12 or 13
15 3 and 10 and 14
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DIALOG

(BIP and LC/MARC)

- (using LC Subject Headings)
1 LABOR-MANAGEMENT COMMITTEES/DE
2 INDUSTRIAL SAFETY/DE
3 INDUSTRIAL SAFETY/COMMITTEES/DE
4 WORKS COUNCILS/DE
5 COMMUNICATION IN INDUSTRIAL SAFETY/DE
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